

**FUTURE OF ROMANIA (FOR) CHILDREN PROJECT
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**END OF PROJECT EVALUATION
TEAM ANALYSIS
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ACRONYMS

AIDROM	Ecumenical Association of Churches in Romania
AIDS	Acquired Immuno-deficiency syndrome
ARAS	Romanian Association Against AIDS
A I D	Agency for International Development
CBA	Cost Benefit Analysis
CNPC	National Committee for the Protection of Children
COR	Children of Romania
DIP	Detailed Implementation Plan
ECPhare	European Commission Phare Programme
EOP	End of Project
FOR Children	Future of Romanian (FOR) Children Project
GOR	Government of Romania
HIV	Human Immuno-deficiency virus
Holt	Holt International Children's Services
IRSOP	The Romanian Institute of Public Opinion
Leagan	Orphanage
MOE	Ministry of Education
MOH	Ministry of Health
MOLSP	Ministry of labor and Social Protection
MSW	Master of Social Work
NASW	National Association of Social Workers
NGO	Non-governmental organization
PVO	Private Voluntary Organization
RAC	Romanian Adoption Committee
SA	Social Assistant
TOT	Training of Trainers
UNICEF	United Nations Fund for Children
USAID	US Agency for International Development

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SUMMARY

The Future of Romania (FOR) Children Project, initiated in July, 1992, is completing 4 5 years of program development and implementation. The Project goal has been to reduce child abandonment and unnecessary institutionalization of children. Holt International Children's Services used both a development (capacity building) and a modeling (demonstration) approach in the implementation of the FOR Children Project. Due to the paucity of trained social assistants in Romania in 1992, Holt initiated a training program to enable them to develop and train Social Assistants in local Romanian child-welfare institutions. These Social Assistants provided direct services to children at risk of abandonment according to professional standards of social work practice.

Efforts were made to network within the greater social welfare community in Romania and to share experience gained and lessons learned over the life of the Project. Special emphasis was placed on strengthening cooperation with and support to EC PHARE Child Protection Project, UNICEF, and other NGO programs offering services to children and families.

To date, over 3,500 children have been served. New concepts in permanency planning for homeless children have been modeled and innovative social services demonstrated. These services include temporary foster care, domestic adoption, support to families with HIV+ children, foster care for HIV+ children, shelter care, support to mothers at risk of abandoning their children, and pregnancy counseling.

One of the objectives of Holt International has been to create a Romanian NGO. Holt Romania's strength lies in its human resources and the quality of its service delivery. The program staff of Holt are dedicated, hardworking individuals who bring enthusiasm and commitment to the families and children with whom they work. Their individual and collective efforts have enabled Holt to establish a reputation among clients and in the community as leaders in the field of services to children and families in difficult circumstances.

Holt has demonstrated through its FOR Children Project that private voluntary organizations engaged in development (capacity building) activities are making significant contributions to building civil society in Romania. The FOR Children Project model should now be incorporated into in-depth, multi-sectoral, collaborative demonstration projects at the district level.

I MAJOR FINDINGS AND RECOMMENDATIONS

PREVENTION AND PERMANENCY PLANNING

Holt has successfully developed and strengthened the capacity of individuals and institutions to deliver effective social services which improve the quality of life of children and families by entering into conventions with institutions and local government at key points in the Romanian child protection system. Some of these services, such as temporary foster care (as a first step in permanency planning) and foster care of HIV+ children, have demonstrated new concepts and approaches. Prevention, early intervention, and counseling are becoming more acceptable alternatives to placement of children in institutions. These services and their impacts have been well documented.

Holt social assistants are changing attitudes and behaviors regarding social work practice through relationships of trust established with other professionals, institutional staff and government officials.

The strategy of working at key entry points into the Romanian system, such as maternity and municipal hospitals, to provide mothers at risk with crucial services has resulted in fewer children being abandoned or placed in institutions.

Holt has conducted its own follow-up study to placements of children with their families or in alternatives other than institutions and has participated in an USAID/UNICEF cost-benefits study of alternatives to institutionalized care.

Recommendations:

- 1 Holt has successfully modeled services as an alternative to institutionalizing children. These models should now be incorporated into in-depth, multi-sectoral, collaborative demonstration projects in those districts in which NGOs, and donors such as USAID/Romania and UNICEF, have indicated an interest in such projects.
- 2 Holt should collaborate with USAID and UNICEF to reconvene a multi-sectoral, inter-ministerial seminar to familiarize new GOR officials with the cost-benefit survey and to discuss methods by which the new GOR can successfully implement the changes necessary to decrease the numbers of children in institutional care and provide support to families in difficult circumstances who wish to keep their children at home.

- 3 Holt should develop the capacity to provide training and technical assistance to interested local governments and institutions in the areas of prevention and permanency planning
- 4 Holt should expand social services to meet the increasingly complex range of problems facing families in Romania due to the current socio-economic changes and conditions brought about by transition to a free-market economy
- 5 Holt should undertake a follow-up study of the pregnancy counseling, shelter program
- 6 Holt should continue to build collaborative relationships with other organizations, institutions and donors working to improve social conditions for children and families in difficult circumstances so as to optimize impact and facilitate the new GOR's implementing alternative services to these constituents in economically sound ways

TRAINING AND TECHNICAL ASSISTANCE

Holt has provided training opportunities to social workers employed in the FOR Children Project and others working for other NGOs and within GOR agencies and institutions. Holt has developed modular training materials which have been translated into Romanian and conducted Training of Trainers (TOT). Holt has provided study-tour opportunities for their own social workers and for representatives of collaborating partners both within and outside of Romania. Holt social workers have demonstrated good practice and professional competency through their work with individuals, families and institutions. Holt social workers are participating in some professional social work organizations. All of these accomplishments have contributed to re-establishing and strengthening social work as a profession, clarifying roles and functions to address both social and medical problems.

Recommendations:

- 1 Given the paucity of trained and experienced social work practitioners in Romania, Holt should develop a Training of Trainers module for social work supervision in order to develop supervisory skills among qualified Romanian social workers
- 2 Holt should place renewed emphasis on supervision (individual, team and peer) as a way of strengthening Holt social work capacity and modeling good practice for others working in the field. Emphasis in supervision should include family assessments, accountability, performance evaluation, communication, team-work, recording and case files
- 3 Holt should investigate the viability of and develop a plan for long-term foster care, especially for HIV + children

THE MEDIA

Holt has worked collaboratively with the media to publicize and educate the Romanian public concerning children in institutions and community-based alternatives. This collaboration has contributed to a new level of awareness among media personnel and has influenced the ways in which information is being presented to the public. Journalists from both the print and electronic media are developing new approaches and devoting more time and attention to these issues as they become better informed and educated themselves. Holt participated in and contributed to a workshop sponsored by UNCTAD, entitled "Mass Media And Democratic Process Theory and Practice" in October 1996. Holt has participated in radio and television programs, and at least two articles concerning its activities appeared in the national press during the evaluation mission. (See Appendix)

Recommendation:

- 1 Holt should maintain and further develop contacts with the media to continue to increase awareness among journalists, editors and producers of social issues related to children and families in difficult circumstances. Holt should acquire materials on relevant issues which can be translated into Romanian and made available to other for distribution among media representatives in other regions.

COLLABORATION AND NETWORKING

Holt has participated in and contributed to the establishment of such organizations as the Alliance for Children and Families and the Romanian Forum on HIV/AIDS Children and Families which have as their mission advocacy for necessary changes in national policy and practices as well as the education of the Romanian public about child protection issues. These groups include parents associations, organizations addressing sectoral concerns such as HIV, and national associations concerned with child protection. They provide a basis on which to build and strengthen the emerging civil society in Romania.

Recommendations:

- 1 Holt should continue to support and participate in activities and organizations concerned with improvements in, and revisions to, social policy and child protection. Holt should continue to support and provide assistance to parents support groups to develop awareness and skills of lobbying and advocacy so as to take more responsibility for communicating the needs of their children and families to Romanian authorities. This could include TOT development and translation of materials.

- 2 Holt should initiate or facilitate a study regarding foster care laws and practice in other countries governed by the Napoleonic Code in order to advocate for changes in current legislation in Romania
- 3 Holt should support changes in the law which requires HIV+ children to be declared handicapped in order for their families to receive supplementary assistance to keep their children at home rather than placing them in institutions

HOLT ROMANIA

Holt has provided opportunities to and assistance for Romanian staff to take on management responsibilities for the Romania program. The two site program managers and the finance manager are now Romanians. The by-laws necessary to create an indigenous organization have been drafted and potential candidates for the Board of Directors have been identified. It is expected that Holt Romania will become a legal entity within the first quarter of 1997. Holt has begun to diversify its funding base and has added additional components to its prevention program and support to parents groups and national coalitions through outside funding.

Recommendations

- 1 Holt will need to continue to provide training opportunities for Romanian staff and volunteers for the next two years to ensure that more capacity continues to be built and that the organization and its programs become sustainable. This will include providing training for new Board Directors to clarify their role and responsibilities, continued management training for staff, training in fund-raising and proposal writing, and other organizational capacity-building strategies as required. Holt Romania will need to implement a long-term funding strategy.
- 2 Holt should collaborate with PVOs, NGOs, GOR and donors to create legislation which will enable NGOs to function more effectively and offer tax advantages to Romanians who wish to make donations to NGO activities.

II. END OF PROJECT EVALUATION

PURPOSE

The FOR Children Project, initiated in July 1992, is completing 4 5 years of program development and implementation. Capacity building has been emphasized through extensive

staff and colleague training as well as collaboration with local government and private NGO providers of social services. To date, over 3500 children have been served. New concepts in permanency planning for homeless children have been modeled and innovative social services demonstrated. These services include foster care, support to families with HIV+ children, foster care for HIV+ children, shelter care, support to mothers at risk of abandoning their children, and pregnancy counseling.

The primary purpose of the EOP evaluation was to document the accomplishments of the FOR Children Project through the end of 1996 and highlight the impact these accomplishments have had at the two project sites of Bucharest and Constanta. Impact was measured in both the public and private sectors that provide for the protection and welfare of children and families at risk in Romania. Project objectives measured were outlined in the original Detailed Implementation Plan of 01 September 1992 and modified in the most recently revised DIP dated 04 January 1996.

Because USAID funding for key program components is likely to be extended, a secondary purpose of this evaluation was to make recommendations for program improvement and implementation through December 1998. This aspect of the evaluation assessed the impact of the FOR Children Project's accomplishments to date, highlighted essential activities for continuation, and identified program activities needing to be adjusted, re-evaluated or eliminated.

Key issues included in the EOP evaluation are accomplishment of projected objectives, impact of Project goals and objectives, lessons learned from Project activities, and recommendations for continuation and future Project planning.

Results from this EOP evaluation will be utilized by Holt International Headquarter's staff, in-country field staff, and appropriate USAID officers to document the outcomes of the Project as well as identify and implement changes for the Project's continuation during 1997-1998. Recommendations and changes will be incorporated into a revised DIP to guide program development over the next two years.

METHODS AND PROCEDURES

A multi-discipline team composed of two Romanians, two ex-patriates and a Romanian interpreter were provided with briefing documents which contained all relevant background material, including the scope of work, the detailed implementation plans and revisions since September 1992, quarterly reports with updated log-frames dating from April 1994, and the mid-term evaluation.

The initial team-building and planning meeting was held in Constanta with representatives of Project management and social assistants from the Constanta program to review the scope of

work, the Project objectives based on the mid-term evaluation, the evaluation process as part of the Project cycle and proposed site visits, to devise a strategy for gathering and recording data, to define roles and responsibilities, and to agree upon a strategy for data analysis

Since a secondary purpose of this evaluation was to make recommendations for continuation and future Project planning through December 1998, Holt Romania management and staff from all program components were involved in all stages of the evaluation process. The objective of this participatory approach was to continue to build the organizational and program capacity of local staff in all key management and program areas

To supplement empirical data derived from project documents and project reports, the evaluation team met with individuals representing Romanian institutions, appropriate Holt Romania staff, children and families participating in the program, USAID/Romania and other donors, other PVO/NGOs, representatives of the media, and participating GOR officials

Following the site visits in Constanta and Bucharest, the evaluation team met to analyze data, reach conclusions and frame recommendations. The team then led a series of debriefings with Holt Romania management and program staff, USAID/Romania, and the Holt International headquarters management team. The debriefings focused on program accomplishments, strategies for establishing goals and objectives for the future, and planning and implementing changes required for Holt Romania to become a fully independent and sustainable non-governmental organization

III PROJECT BACKGROUND

PROJECT GOAL

The Project goal of Future of Romania (FOR) Children Project was to develop and strengthen the capacity of the people and government of Romania to reduce child abandonment and unnecessary institutionalization of children. Through the FOR Children Project, Holt International Children Services committed itself to demonstrate effective social services to improve the quality of life for children and families

PROJECT PURPOSES

- 1) To provide critically needed services for children and families, thereby demonstrating (modeling) their effectiveness in strengthening family life

- 2) To advocate for changes in GOR policies and practices in order to address problems related to abandonment and to help create alternatives to institutionalization of children
- 3) To develop a sustainable network of trained social workers focusing on child and family issues

STRATEGY

Holt used both a development (capacity building) and a modeling (demonstration) approach in the implementation of the FOR Children Project. Trained social assistants were placed in local Romanian child welfare institutions to provide direct services to children at risk of abandonment according to professional standards of social work practice.

Efforts were made to network within the greater social welfare community in Romania and to share experience gained and lessons learned over the life of the project. Special emphasis was placed on strengthening cooperation with and support to EC PHARE Child Protection Project, UNICEF, and other NGO programs offering services to children and families.

MID-TERM EVALUATION

A mid-term evaluation was carried out in April 1994 to assess

- a) progress made towards the achievement of Project goals and objectives
- b) effectiveness of project management practices
- c) continuity and viability

The evaluation team found that the Holt strategy of combining "modeling" and "development" in the delivery of direct services was indeed viable and recommended that it be continued, with some modifications, throughout the life of the Project.

At the time of the mid-term evaluation, it was anticipated that the UNICEF and EC PHARE initiatives might create a more receptive environment for institutional change, and Holt was encouraged to present the FOR Children model to the concerned Ministries, European NGOs and the National Committee for the Protection of Children, as a contribution to the redesign of GOR programs.

Although the Project had been successful, through direct intervention, in reducing the number of undocumented children born in maternity hospitals, the problem of abandoned children remained unresolved. The evaluation found that, given the socio-economic conditions in Romania, without continued external assistance or additional GOR support for the project objectives, it was unlikely that FOR Children's contributions would be sustained beyond the

EOP This conclusion was based on the following certainties Social Assistants would not have been incorporated in GOR agencies, interagency networks would not have been strong enough to function independently, the GOR would not have gained an adequate understanding of the FOR Children model or have the financial means to continue support for innovative approaches to permanency planning (such as temporary foster care)

There was a lack of understanding of the goals and objectives among many involved with the FOR Children Project Some who appeared to understand the theoretical concept were less committed to its implementation, practice or continuity It was recommended that efforts be increased to involve all concerned institutional staff in the decision-making process and to expand training and networking efforts

Based on the rate of success and the recommended changes, it was believed that most of the FOR Children Project objectives could be achieved by the EOP Existing financial allocations were adequate to allow Holt a number of alternatives in accomplishing project objectives, thus increasing the probability that Project components would continue after the project ended

The principal mid-term recommendations were based on the expectation that Project objectives would have a greater possibility of being achieved if financial and human resources remained focused on the existing Project sites with renewed emphasis being placed on "modeling" and "development " The recommendations covered three broad areas 1) permanency planning, 2) training and networking, and 3) project management

IV ECONOMIC, POLITICAL AND SOCIAL CONDITIONS IN ROMANIA

The transition to a free-market economy in Romania has been difficult Indicators of a genuine recovery have fluctuated In 1990, the inflation rate was 5.1 percent It climbed to 174.5 percent, 210.9 percent and 256.1 percent in 1991, 1992 and 1993 respectively As a result of an economic stabilization program required by the International Monetary Fund in 1993, inflation fell to 136.8 percent in 1994 and 29 percent in 1995 Projections of a 20 percent inflation rate at the beginning of 1996 have risen to a more realistic 46 percent as the year comes to an end

Real GDP growth, which contracted by 25 percent between 1989 and 1992, turned positive in 1993, and accelerated to more than 3.5 percent per year in 1994-95 Projections for a steady 4.0 percent growth in 1996-97 have yet to be substantiated Wage rates have risen much faster than inflation, resulting in an annual growth of 20 percent in real wages in 1995 Unemployment has fallen to 9 percent (*The Economist Intelligence Unit*, Country Report, Romania, 4th Quarter 1995, p 3-7)

In contrast to these largely positive indicators, real wages now stand at 60 percent of 1989 levels (although a high proportion of the real income of many families is undeclared) Many Romanians say, "Under Communism, we had money but nothing to buy Now we have things to buy but no money " Pensioners and young married couples have been hit hardest by the transition related recession and they continue to receive little state support The transition has also widened the gap between urban and rural inhabitants Although wages in the countryside are much lower than the towns, most rural inhabitants have access to cheaper food and generally live in better conditions Unemployment has disproportionately affected the young and women Those in the 20-29 age group account for 58 percent of the total unemployment, while women make up 55 percent of the jobless total (*EIU*, Country Report, Romania, 4th Quarter 1995, p 17-19)

Austerity in the 1990's has had a severe impact on the population Falls in the consumption of main foodstuffs, alongside the increase in ownership of durables (cars and most household electrical goods) suggests widening income disparities There has been little change in the structure of household expenditure Over half of the average family budget continues to be spent on food A study published by the Institute for Quality of Life Research in 1995 showed that out of Romania's 7.9 million households, 700,000 are living below the absolute level of poverty, 1.8 million are living below the level of subsistence, 2.9 million are living below the level of a "decent living standard " Only 12 percent of the population said they earn enough to afford everything they want without effort, whereas 45.9 percent described themselves as "poor " (*EIU*, Country Profile, Romania, 1995-96, p 17)

In November 1996, the center-right Democratic Convention won a decisive victory in parliamentary elections over the Social Democracy party, which had been in power since 1990 On November 17, 1996, Emil Constantinescu defeated incumbent Ion Iliescu, in a runoff election, to become Romania's first anti-communist president It was the first time in Romanian history that a transition of power occurred democratically

The new government will have three immediate priorities 1) securing sufficient fuel reserves for residential and industrial use during the coming winter, 2) resuming dialogue with the International Monetary Fund and the World Bank to re-instate the loan program which was suspended last year, and 3) implementing strict anti-inflation measures in order to stabilize the currency (the exchange rate is expected to rise to 4,000 lei per dollar by the end of 1996) In addition, the new government must lower taxes, speed up privatization, develop a capital market, and re-structure the industrial sector to eliminate enterprises which no longer have potential What ordinary Romanians are expecting is an increase in salaries, which will not be possible in the short-term Finally, the state budget priorities must be re-ordered to emphasize education, health, culture and scientific research (*Romanian Economic Observer*, November 23-29, 1996, page 2)

NATIONAL PLAN OF ACTION FOR CHILDREN

Romania is a signatory to the UN Convention on the Rights of the Child and the World Summit Declaration for the Survival, Protection and Development of Children. A report has been made to the UN Committee on Children's Rights.

A Romanian Adoption Committee (RAC) was created in 1991 to authorize and monitor the activities of a limited number of recognized adoption agencies. Guidelines required a lengthy waiting period before institutionalized children could be considered free for adoption. RAC recognized the right of a child to be reunited with his/her natural parents or family. If this alternative did not prove feasible, a local Romanian family was sought. Only as a last resort would an international adoption be considered.

In 1993, the Government of Romania (GOR) set up the National Committee for Child Protection (CNPC) to coordinate child protection activities in the country and to monitor Romania's implementation of the UN Convention on Children's Rights. By 1995, this committee developed a National Plan of Action for Children, which outlines a national strategy for improving child protection by encouraging family-like alternatives for children in difficulty. This plan appeared in the Monitor Official in December 1995 and was approved by the GOR in early 1996.

Topics addressed in the National Plan of Action are children's rights, children's health, child growth and development, education, the family as the most favored environment for child development, and children in difficulty (i.e., children without a family, disabled children, and children with behavior disturbances).

The National Plan recognizes the family as the natural environment for the growth and development of the child. Parents need the support of the government and the social welfare system to fulfill their responsibilities of raising and educating their children. Families at risk may require a guaranteed minimum income, emergency support in a time of crisis, social scholarships for their children, free day care, free meals in educational institutions, assistance from a competent social worker, family counseling and education to maintain family stability.

Children temporarily or permanently deprived of care in their natural families should be provided with alternative care: foster family, guardianship, adoption, or institutionalization. At present different authorities administer the various alternatives, making a coherent and unified model difficult to attain. Although existing legislation gives priority to family-like alternatives, the present protection system remains largely oriented to institutionalization. The fact that children are transferred from one institution to another as they advance in age has an unfavorable impact on their development.

The National Plan of Action gives clear priority to prevention identifying children and families at risk and acting to keep the child in its natural family When the birth family can no longer support the child, family-like alternatives are to be sought In such cases, fostering or adoption by the extended family is the preferred option Temporary custody in a family or fostering by a substitute family are to be pursued when there is no place for the child in the extended family

For the child already in a residential institution, the options (in order of preference) are reunification with the natural family or fostering in the extended family, adoption, placement in custody with a family or fostering by a substitute family

Disabled children (including those with HIV) should have access, according to their potential, to the structures and programs of ordinary education Educational institutions must be separated from those meant to provide medical or social care

The National Plan of Action for Children clearly recognizes the role of NGOs in the development and implementation of these preferred alternatives for children at risk

V THE (FOR) CHILDREN PROJECT COMPONENTS

PREVENTION AND PERMANENCY PLANNING

The FOR Children Project was envisioned as a three-year demonstration Project, to help develop and strengthen the capacity of people and the government of Romania to reduce the rate of child abandonment and unnecessary institutionalization of children

The FOR Children Project links social services to abandoned children or children aged 0 to 7 years at risk of abandonment The work strategy was accomplished by placing social assistants at key entry points into the Romanian system, such as maternity and municipal hospitals, dystrophic hospitals, orphanages and tutelary authorities The main activity of the FOR Children Project was to develop a "permanency plan" for each child facing institutionalization whose case was opened by a social assistant

Studies carried out by the World Bank, UNICEF and other agencies have identified obstacles to the organization and delivery of services to Romanian children and families with special needs. The transition to a market economy has put many children and their families at risk. Alternatives other than institutionalization are new to Romania. Holt, in collaboration with UNICEF and others, is demonstrating that children at risk can remain at home within the family through programs which are both innovative and cost-effective.

Prevention and permanency planning activities are being carried out through two social service centers, one in Bucharest (for sectors 1, and 5) and one in Constanta (including Medgidia, Constanta, Mangalia, and Navodari). The case load includes HIV+ children.

As there were no prior programs in pregnancy counseling, which is one component in the prevention of child abandonment, Holt began an advertising campaign and contacted medical staff in dispensaries and hospitals to identify pregnant women believed to be at risk of abandoning their child. Factors used to determine such women are age, number of previous births, socio-economic status, and a self-expressed desire to have the child placed in an institution. In the beginning, social assistants and the services they provided were not understood. However, over time through sheer perseverance, they have gained the respect and admiration of the medical staff. Social assistants provide a range of services to these women, including moral and material support, individual and family counseling, assistance with registering the birth with local authorities, and follow-up support. Twenty-two percent of the cases handled by Holt social assistants are now related to pregnancy counseling. Of the 152 cases opened to date, 57 remain active and almost 75 percent of the women, or their families, decide to keep the child.

The reintegration component, started in 1993, attempts to locate or work with parents of children who have already been placed in an institution. Fully one-third of Holt social assistants' time is spent on such cases. In Constanta, due to seasonal employment in agriculture, there is a highly itinerant population, whose mobility contributes to a higher risk of abandonment than in other regions. Ten such cases are opened every month, for a total of 96 cases to date this year. Dr. Iorgovan, working out of the county hospital in Medgidia, did a study of abandoned children and children at risk of abandonment. Holt did a census of all institutions in the region and submitted the results to the MOH. Regrettably, the information in this census has not been used. Social assistants collaborate with the Family Planning Units to provide on-going counseling to women who express an interest.

HIV+ children and their families have become a major component of the prevention program. Improving conditions in their homes and increasing the length and quality of life for these children help to prevent abandonment. Services are provided in the infectious disease units of municipal hospitals and in a day-clinic program. This clinic is the only source of medical attention for many of these families who do not feel that they can get the necessary medical treatment for their children in local dispensaries without revealing their HIV status and thereby

risking the very real possibility of refusal and, in the case of small communities, a breach of confidentiality Holt carries out this program in collaboration with the municipal hospitals in Constanta and Bucharest, with Romanian Angel Appeal, and with ARAS-Constanta

In Constanta, the social assistants accompany the mobile clinic which provides services in five towns in the district Social assistants provide families with information regarding their rights, assist with registering the child as "handicapped" in order for the family to receive supplementary allowances, and offer limited material support, individual and family counseling, and grief counseling In a few cases, the social assistant has been able to place the child in a local school by providing information to and educating teachers This program is the only lifeline available to parents who wish to keep their children at home because it was assumed that parents of HIV+ children would never choose this option

While the accomplishments of working with HIV+ children and their families are most impressive, the evaluation team found in their discussions with parents that many of them were often living a lie Other members of the family were not informed of the child's illness, the child did not attend school, and the family received no community nor government support, all of which adds immeasurably to the stress level of children and families Holt has facilitated some fledgling parent-support groups, especially in areas outside of major cities, and is actively involved in a number of regional and national coalitions for parents and non-governmental groups, the objectives of which are to educate, inform, share information, network, lobby for legislation, advocate for change and provide support In Constanta, Holt has developed a particularly productive relationship with the media, who, through this fruitful collaboration, appear to be leading the country in public information and education

FOSTER CARE AND ADOPTION

Holt International has pioneered an alternative called Temporary Family Care (TFC) as one component of its permanency planning program TFC refers to the provision of planned, time-limited, temporary substitute family care for a child who cannot remain in his/her birth family TFC provides a child with the opportunity to live with a family (not related to the child) while a permanent family solution is being sought with the birth family or an adopted one

As of June 1995, Holt had placed 32 children in temporary family care in Bucharest and Constanta The average placement lasts 4 5 months By the end of 1995, of the initial 32 children in TFC, 21 were placed for adoption (of these, 20 were domestic adoptions), 5 were reintegrated with their birth families, one died of Sudden Infant Death Syndrome (SIDS), and 5 remain in foster care awaiting a permanent placement to be facilitated

The cost of the TFC program (a little more than 2 million lei for 4 5 months) is only slightly less than the cost for one year of institutional care. However, temporary family care is a one-time-only investment which provides physical, social and psychological benefits to the child. TFC also guarantees that a permanent placement will be found for the child--either reintegrated with its birth family or placed with an adoptive family.

Of the 2,367 children served in the Holt and WACAP permanency planning projects between October 1992 and September 1995, 44 percent were reintegrated with their families or placed for adoption. Eighty percent of the adoptions were domestic.

During the last year, Holt conducted follow-up studies in Constanta and Bucharest on random samples of domestic adoptive families served in 1993, 1994 and 1995. In Constanta, 20 out of 51 adoptive families were surveyed by questionnaire and personal interview. In Bucharest, 34 out of 72 domestic adoptive families were surveyed. The families were very satisfied with the services offered by Holt. One of the parents' recommendations was the need for legal assistance during the adoption process. Secrecy regarding the adopted status of their child was a major issue for these families. They were eager for information and assistance from Holt about how best to tell the children about their adoption.

TRAINING

As outlined in both the Project Proposal and the original DIP, training was a basic and important component of the FOR Children Project from its inception. Key to every objective was the training and placement of competent social assistants at "entry points" in the Romanian child welfare system. Additionally, the DIP dated 04 January 1996 defined one of the purposes of the Project as the facilitation of a sustainable network of trained social workers focusing on child and family issues.

The mid-term evaluation recommended that Holt

- 1) Develop and expand training and technical assistance programs to include supervisor and colleague training for other individuals, institutions, ministries, local authorities and constituents involved in or affected by the FOR Children Project. Such training would strengthen the professional environment, thereby increasing overall effectiveness. It was also to include training of trainers (TOT), the techniques of supervision, and information management.
- 2) Investigate how best to support the recently created Professional Association of Social Workers as a possible alternative to a National Welfare Council.

- 3) Use every option available to assure accreditation of the social work training being provided to social assistants
- 4) Continue to offer a limited number of social work students from the University of Bucharest the intensive internship program, even though it would not achieve the EOP objective of working with 45 students

The recommendations that were outlined in the Revised January 1996 DIP have the following indicators of their accomplishment

- 1) The FOR Project has developed of a team of five trainers in project concepts, methods and techniques Completed as of June 1995 Training of Trainers was conducted twice and six social assistants, currently employed by Holt, have received this training The first training was completed in two parts and the second as an intensive four-day training in January 1996 Since that date, these social assistants have done training with other NGOs
- 2) Develop a training curriculum for social assistants working with children and families in distress

At the time of the mid-term evaluation, Holt had contracted with Mona Shatz, a faculty member of the University of Colorado who was recommended by NASW, to advise and work with staff to on a social assistant training curriculum This effort was not successful and an alternative plan had to be pursued Holt contracted with Rebecca Davis, MSW, PhD , and William Saur, MSW, PhD , who created two modules of training curriculum (Foundations of Social Work Practice and Child Welfare Practice) and a curriculum to train trainers These training modules were completed by late 1994

The third training module, focused on family-centered social work practice, was created by Victor Groz, MSW, PhD , a faculty member of Case Western Reserve University This module was also completed by the end of 1994

Forty-nine social assistants participated in a nine-month intensive child-welfare training curriculum All of the training modules have been well received by social assistants Those interviewed by the evaluation team spoke positively of the experiential, participatory design of the training Those assistants who are University graduates stated that the training included information that expanded their knowledge base and skills (See schedule of training included in the appendix)

The two modules developed by Rebecca Davis and William Saur were translated into Romanian by December 1995 and published in September 1996. They have been distributed to NGOs in Romania, universities in Cluj and Iasi, Tutelary Authorities in Constanta, the Peace Corps and UNICEF.

- 3) The Project provided practicum opportunities for social work students studying in the University program. To date, 15 students have participated in this program. Holt has also provided work exchanges and study tours for several local and international NGOs working in the Romanian child welfare sphere. Sixteen graduates have been hired by the FOR Children project. Four were hired to work in Constanta and twelve in Bucharest. One has become a project supervisor.

ASSOCIATION OF SOCIAL WORKERS

The process to create an association of social workers in Romania has continued since the mid-term evaluation. NASW attempted to establish an association by creating focus groups in five major centers throughout the country. Holt social assistants participated in these groups, but this method has not succeeded to date. In Spring 1996, a group of recent university graduates established the Professional Association of Social Assistants. Membership is limited to social assistants with university degrees. Others who work in the profession can become "collaborating members." "Honorary membership" has been extended to still others. The association has written some by-laws, elected a Board of Directors and a President, and has begun the process of registering their organization with the GOR. Financing of this organization is being accomplished through membership dues and donations. Additional funding will be sought through grants.

At present three Holt social workers are members of this association. They are confident about the viability of this new association and speak of their gratitude to this new generation of social work practitioners for taking the initiative. Holt is supportive of this new initiative and will actively encourage their Social Assistants to be members.

ACCREDITATION

The mid-term evaluation stressed that Holt's social assistants' training program should be accredited by the GOR. At that time, Dr. Emil Paun of the MOE thought it was possible to obtain certification for the program. Accreditation attempts have so far been unsuccessful. Interviews with the Holt social assistants who received their training through this program indicate that accreditation of this program is one part of the much larger issue of the licensing/regulation of the profession of social work in Romania.

The Holt social assistants stressed the importance of this recognition and regulation by the government. Although social work is being re-introduced into Romania, there are at present no licensing requirements or limitations placed on who may practice the profession. This kind of regulation is the foundation on which continuing education programs, such as that which was developed by Holt, can become accredited.

STUDIES

I. Can Romania Afford Not To? The Costs and Benefits of Implementing Community-Based Alternatives to Institutional Care

This study, a cooperative effort of UNICEF and the National Committee for Child Protection (CNPC) with funds provided in part by USAID, was completed in September 1996. The numbers and status of children in child protection institutions are described together with the financial cost of keeping them there and the impact of institutional care on the growth and development of these children. Institutional care is then compared with community-based alternatives developed by various NGOs in the last six years. Project findings and accomplishments are summarized for three community based alternatives: (a) prevention and permanency planning, (b) temporary family care, and (c) day clinic family care. Finally, detailed descriptions are given of six projects demonstrated in Romania with actual case histories available in the appendix.

A 1994 report from the Ministry of Finance showed that the cost per child for one year of child protection care was between 2,505,807 and 5,031,750 lei (in constant December 1994 terms). A 1994 presentation by the Department of Social and Culture of the Ministry of Finance compares monthly institutional costs to the average monthly salary. The report concludes that because of the high cost of institutional care, in many cases it could be more cost effective for the state to supplement salaries or "even to pay one of the biological parents to remain in the home to care for the child" than to place a child in an institution. It is not only less expensive for the government to support children in the community rather than in institutions, but also much better for the growth and development of the children, who can eventually become productive members of society.

PREVENTION AND PERMANENCY PLANNING

Three organizations surveyed in the report have developed prevention and permanency planning programs with the goals of preventing abandonment and reintegrating institutionalized children into a family setting. These three programs link social services to abandoned children or children at risk of abandonment by placing social assistants in various government child care institutions (maternity hospitals, dystrophic hospitals, leagans, casa de copii, tutelary authorities and commissions for the protection of minors). These NGOs have shown that in many cases

community based alternatives are less expensive than the ongoing expenses incurred by child protection institutions. Of the 2,367 children served in the Holt and WACAP permanency planning projects between October 1992 and September 1995, 44 percent were reintegrated with their families or placed for adoption. Eighty percent of the adoptions were domestic. By reducing the number of abandonments, the need for additional and continued institutional care will be reduced.

All three projects found that it took 6-7 months of social work intervention to remove a child from a child protection institution (leagan or casa de copii) and place them back with their birth family or adoptive family. Each project found that 44 percent of the children receiving this service no longer required long term institutional care after the intervention. The cost of a six-month intervention on behalf of the child ranges from 352,554 to 477,323 lei. The cost to the government of institutionalizing a child in 1994 was 2,293,123 to 2,616,568 lei per year. The long term benefit of the intervention is, in 45 percent of the cases, a family environment with no need for institutionalization.

To demonstrate the possible savings gained by prevention and permanency planning programs, the UNICEF report assumed for the sake of argument that Romania in 1994 had a functional social service unit, which included a national prevention and permanency planning program similar to that demonstrated by the NGOs. The savings to the state budget could have amounted to as much as 40.5 billion lei (constant December 1994 lei) in 1994.

TEMPORARY FOSTER CARE

One organization, Holt International Children's Services, included Temporary Family Care (TFC) as one component of its permanency planning program. TFC refers to the provision of planned, time limited, temporary substitute family care for a child who cannot remain in his/her own home due to a family crisis or problem. TFC provides a child with the opportunity to live with a family (not related to the child) while a permanent family solution is being sought with the birth family or an adopted one.

As of June 1995, Holt had placed 32 children in temporary family care in Bucharest and Constanta. The average placement lasts 4.5 months. By the end of calendar year 1995, of the initial 32 children in TFC, 21 were placed for adoption (of these, 20 were domestic adoptions), 5 were reintegrated with their birth families, one died of Sudden Infant Death Syndrome (SIDS), and 5 remain in care awaiting a permanent placement to be facilitated.

The average cost of placing a child in family care for a period of 4 5 months is 2,055,380 lei (in constant 1994 lei) The Holt TFC program provides the child and the foster family with various subsidies, stipends and expense reimbursements as needed, including milk, cost of health and medical care and supplies, clothing, bedding and other equipment, transportation and a cash payment

The cost of the TFC program (a little more than 2 million lei) is only slightly less than the cost for a year of institutional care (2 3 to 2 6 million lei in 1994) But the similarity ends there Spending 2 million lei once for a child to be placed in temporary family care means physical, social and psychological rehabilitation for the child It also means a permanent placement will be found for that child--either reintegrated with the birth family or placed with an adoptive family Temporary family care is a one-time investment which can provide the state with significant cost savings while serving as a means for deinstitutionalizing many of Romania's children

The government currently provides 15,740 lei per month to families providing foster care While the government's full cost to implement foster care is not known, the Holt program findings suggest that the government could increase payments for foster care significantly, institute government-supervised foster care, and still save money, especially in comparison to the costs of long-term institutionalization

DAY CLINIC MEDICAL CARE

Some children find themselves at risk of abandonment because their own family can no longer emotionally or financially deal with the child's chronic illness, such as HIV infection In many cases, the child is placed in the hospital prematurely, at a cost of 40,000 to 80,000 lei (1996) per day Deterioration of the child's health is inevitable and total abandonment more likely to occur A number of NGOs in Romania are demonstrating an alternative called "patient day care," which provides medical care as needed in a non-residential setting, thereby keeping the patient at home in a family environment as long as possible

Romanian Angel Appeal in collaboration with Holt supports two such day clinics in Colentina Hospital in Bucharest and Municipal Hospital in Constanta, which provided regular medical care to 879 HIV+ between September 1991 and August 1995 The average monthly cost for each day clinic is 12 5 million lei (constant 12/1994) The annual cost per child (for these 879 HIV+ children) is 348,000 lei (constant 12/1994) or 29,000 lei per month Compared with the daily cost of hospitalization, the savings are substantial

II Follow-Up Studies of Family Reintegration and Domestic Adoption Programs

During the last year, Holt International conducted follow-up studies in Constanta and Bucharest on random samples of families served in 1993, 1994 and 1995. Luminita Togu in Constanta and Iulia Ghidea in Bucharest sought to determine 1) had the child remained within the birth family and/or adoptive family, 2) whether and/or how the family overcame the problems which caused the initial abandonment, and 3) the quality of services provided by the social assistants.

In Constanta, 30 percent of the 350 family reintegration cases (105) were targeted to be surveyed. Data was gathered by reviewing case documentation and personally interviewing the families. The general conclusion was that the majority of children placed had remained within their families in spite of the inability of these families to overcome their financial difficulties. Five families had re-institutionalized their child; four were in the hospital for medical reasons and one child had died.

In the domestic adoption program, 20 families out of 51 were surveyed. Each family completed a questionnaire and had a personal interview. These families were very satisfied with the services offered by Holt, but they recommended that more publicity should be done by Holt regarding adoption. Many families also requested that Holt provide legal services during the final adoption process. Many of the families suffered from the "secrecy syndrome" and were trying to protect themselves and the child from their ever discovering that they had been adopted. Families also voiced the need for literature and/or support groups which would assist them in dealing with these questions.

In Bucharest 25 percent of 300 reintegration cases (75) were surveyed. Slightly more than 78 percent of the children had remained with the family. Nine children had been placed for adoption, two were in an orphanage, and one had died. The study concluded that poverty had been the primary cause for abandonment. Some families interviewed were fearful of giving information and all asked for material assistance from the interviewer.

In the domestic adoption program, 34 of the 72 families were contacted (30 in person and 4 by phone). Thirty-two families described the adoption as "very good." One family returned the child to the birth mother because they were unwilling to continue to meet her ongoing demands for money. The other couple had divorced following the death of their adopted child. Secrecy was a significant issue for these families as well. They were eager for information and assistance from the agency as to how best to tell their children about their adoption.

VI MONITORING AND REPORTING

Each social assistant is required to keep case files on each client and which becomes part of a tracking and reporting system for each program component. Holt has established three data-based systems for tracking children and case-loads while a file is active. While each Project center is responsible for collecting its own data, this data is forwarded to Bucharest once a month as part of the reporting system.

Financial reporting is based on Holt and USAID requirements. Monthly reports are submitted by each Project site, compiled in Bucharest and submitted to Holt Headquarters in Eugene, Oregon. This information serves as the basis for financial and budget control and quarterly financial reports which are submitted to A I D.

Program reports are also compiled on a monthly basis at each Project site and submitted to Bucharest. These are incorporated into monthly and quarterly reports submitted to Headquarters and A I D. The use of the Logical Framework allows Holt staff to use reporting requirements for both Project monitoring and program planning as this format identifies Project objectives, accomplishments to date and targets for the next quarter. This method facilitates planning and allocation of human and financial resources. It should be noted that Holt's reports are of a high caliber and greatly facilitated the work of the evaluation team.

VII. COLLABORATION AND NETWORKING

NGOs, COMMUNITY GROUPS AND ADVOCACY ACTIVITIES

Holt has been instrumental in creating and/or participating in a number of NGO coalitions, some of which have been created with the specific objective of undertaking public awareness and advocacy activities.

Some examples include the following:

- 1) The Romanian Forum on HIV/AIDS Children and Families is a long-term program to facilitate communication and cooperation among NGOs, institutions, and authorities concerned with HIV/AIDS-affected children and families.

- 2) VOCEA, a multi-disciplinary group founded in collaboration with Holt, ARAS, and Casa Speranta, aims to help the population of Romania to become more aware of issues related to HIV infection. VOCEA undertook in collaboration with the Ministry of Education in the district of Constanta an information and training program for teachers
- 3) In partnership with World Vision and the Ministry of Health, operates a Holt Shelter for Mother and Child for women at risk of abandoning their new-born children
- 4) There are now various parents' support groups for adoptive and foster families. The Alliance for Child and Family is an advocacy group focusing on the promotion of the rights of children and their families and policy changes in child protection and welfare in Romania

The Child Welfare Program Exchange is a collaboration among Central/Eastern European and Western partners to enhance the capacity of Central/ Eastern European countries more effectively to protect and nurture children and youths who have been separated from their parents. Emphasis is placed on family reunification and the global exchange of skill and knowledge among child welfare practitioners and policy makers

GOVERNMENT AUTHORITIES

Holt has entered into "conventions" or letters-of-agreement with all institutions, agencies and ministries with which it has cooperated. These conventions outline the basis for the agreement, the commitments of both parties, the objectives of the partnerships, and the length of time they are to be in effect. The conventions have been extended or re-negotiated when conditions changed. They have also been terminated when agreements were not being observed. The Ministry of Health, the Ministry of Education, and the Ministry of Labor and Social Protection have been among the ministries involved. The agreements with Ministries provided access to local government and child protection institutions with which Holt wished to collaborate.

The strategy of placing social assistants at key "entry points" into the child protection system (such as the Tutelary Authority, maternity hospitals and leagans) necessitated that the conventions be signed with these entities as well. Holt's impact has probably been greatest at this level. At the mid-term evaluation, much suspicion and misunderstanding was encountered during interviews with representatives of these agencies. However, by the EOP evaluation, relations were found to be cordial. Representatives expressed a clearer understanding and appreciation of social work and the role of social workers in their organization or agency. The evaluation team witnessed a change both in attitude and behavior, which had been noticeably absent in 1994.

The cooperation of local authorities is essential in the placement of children in Romania. Even though there has not been significant change in policy, nor the resources to implement innovations or hire additional social assistants at the local level, many local governments have made an effort and taken initiatives to enable Holt and other agencies to work in a collaborative manner to keep children in their families, to reunite institutionalized children with their families, or to place them in domestic adoption or temporary foster care. Support is now being found for placing HIV+ children in foster care, something which has been considered heretofore unimaginable in Romania.

In an article in *infoONG*, a magazine for NGOs of Romania, which is financed by the USIA Democracy Commission, the then Mayor of Bucharest and the new Prime Minister, Victor Ciorbea, expressed support for improving the relationship between NGOs and the local administration. This collaboration between non-governmental organizations and local government is one of the most significant contributions of this project.

In November 1996, Emil Constantinescu, the newly elected President of Romania, stated in a letter that "the activities of the foundations (NGOs) would be encouraged through new legislation, which would allow them an opportunity to develop community initiatives." He expressed his personal support and that of the new parliament for the non-governmental sector and civic organizations. He invited NGOs to submit letters describing current activities and suggestions regarding ways in which these activities could be supported by the new government. Holt has a wealth of information and experience with which to respond to this invitation.

THE MEDIA

At the mid-term evaluation, it was noted that Holt needed to work more closely and proactively with the media in order to better inform Romanians of the alternatives to institutionalization that it was modeling. Progress in this area has been significant. During a meeting with journalists and producers in Constanta, the evaluation team learned that these media representatives were presenting issues related to children and families differently, due to their collaboration with Holt. The media no longer sought to be "sensational," but rather to provide factual information which touched the humanity of their audience. There is still no law specifically directed toward the press in Romania, and no journalists are trained in, or reporting exclusively on, social issues. An article in *infoONG* quoted a director of a private television station in Bucharest as saying, "We don't have a regular, special TV program about NGOs because of a lack of activity by and information about the different NGOs." In October 1996 in Constanta, Holt participated in a training program entitled "Mass Media and Democratic Process Theory and Practice," sponsored by UNCTAD, the Maritime Training Center and the Black Sea University.

VIII THE FUTURE HOLT ROMANIA

One of the objectives of Holt International has been to create a Romanian NGO. Since the mid-term evaluation Romanian staff have been provided with training opportunities to enable them to take on key management and program responsibilities. The positions of site supervisors in Constanta and Bucharest and the Finance Manager are now filled by Romanian nationals. Management staff made a study tour to the United States in 1996 to participate in Holt International's 40th Anniversary celebrations and workshops. It is planned that a Romanian will be named Assistant Director in the near future.

By-laws required by law to create a non-governmental organization have been drafted, with the help of a Romanian lawyer, and are presently being revised. It is expected that Holt Romania will receive official recognition as a bona fide NGO in the first quarter of 1997. A short-list of potential Romanian Board members has been identified and contacted. A local NGO with training resources for building organizational capacity has been identified as a source of on-going management training for Board and staff. Resources have been identified for possible funding of study tours for key Board members. The concepts of voluntarism and of Board members as policy makers are new in Romania, hence, the composition and role of the Board are crucial to building an indigenous organization.

Financial resources and management practices continue to depend on Holt International, but alternative sources of funding for project components or alternative programs are being identified and proposals written. Once Holt Romania is a legal entity it will become eligible for EC funding. While current management and financial practices reflect international standards, they may require some adaptation to better reflect Romanian standards, conditions of employment and traditions.

Holt Romania's strength lies in its human resources and the quality of its service delivery. The program staff of Holt are dedicated, hard-working individuals who bring enthusiasm and commitment to the families and children with whom they work. Their individual and collective efforts have enabled Holt to establish a reputation among clients and in the community as leaders in the field of services to children and families in difficult circumstances. They have built good relations with others concerned with child protection issues, such as donors, the media, local government, institutions, other NGOs, churches and universities.

IX SUMMARY OF LESSONS LEARNED

- 1 Private voluntary organizations engaged in development (capacity-building) activities in Romania are playing a significant role in building civil society in the country
- 2 Combining "development" with a "modeling" approach has been very successful in prevention and permanency planning activities in Romania. Such efforts should now be replicated at the district level across sectors and should involve as many governmental and non-governmental entities as possible
- 3 The impact of the political and economic changes in Romania are having unanticipated social repercussions. Adequate time and resources must be made available to make the necessary modifications and to reallocate or develop the material and human resources required to make the transition to a democratic society with a free-market economy
- 5 Due to the past isolation of Romanian professionals and decision-makers, pilot projects may play a greater role in Romania than in other parts of the world. Models adapted to the local context and particular needs demonstrate the feasibility of certain innovative approaches. Exposure to practices in other countries can also convey new ideas and methods. Given the light level of education among the population, adoptions are easily made when coupled with the motivation to make the changes
- 6 Although continued advocacy directed towards those groups or leaders who resist reform is needed, greater emphasis should be given to by donors to identifying and backing those individuals and institutions which are committed to and working toward change for families and children. Such a strategy presupposes increased collaboration with grassroots, non-governmental and private groups as well as selected government programs
- 7 Collaborative projects are facilitated at the outset if partners clarify roles, responsibilities and lines of authority as well as establish collaborative mechanisms for communication and decision making
- 8 Projects will meet their objectives and facilitate broader systemic change only when they understand and build upon the local system and its context

APPENDIX

- 1 List of Contacts**
- 2 Bibliography**
- 3 Bibliography of Holt Materials**
- 4 Chronology**
- 5 Organizational Chart**
- 6. President's Letter**
- 7 News Clippings**
- 8 Statistics and Graphs**
- 9 Revised DIP 1996**
- 10 Scope Of Work**
- 11 Collaboration (s)**

*LIST
OF
CONTACTS*

LIST OF CONTACTS

Bucuresti.

- 1) Anghelescu Irina, Coordinator
- 2) Poenareanu Smaranda, Social Assistant
- 3) Diac Cecilia, Care Giver At Shelter
- 4) Bica Monica, Care Giver At Shelter
- 5) Arsenie Mariana, Mother Living At Shelter For Mother And Child
- 6) Dutu Cristina, Mother Living At Shelter For Mother And Child
- 7) Moroiu Daniela, Mother Living At Shelter For Mother And Child
- 8) Matei Florentina, Mother Living At Shelter For Mother And Child
- 9) Popa Lotica, Mother Living At Shelter For Mother And Child
- 10) Neagu Gabriela, Mother Living At Shelter For Mother And Child
- 11) Avrigeanu Eugenia, Director, Tutelary Authority
- 12) Dan Mirella, Inspector, Tutelary Authority
- 13) Crisan Oana, Ovidiu, Adoptive Family
- 14) Cramiceanu Corina, Victor, Adoptive Family
- 15) Dumitriu Constanta, HIV Foster Care Mother
- 16) Toma Mircea, HIV Foster Care Father
- 17) Dr Dan Duiculescu, Chief Of Infectious Diseases Unit, Victor Babes Hospital
- 18) Mary Veal, Volunteer, Victor Babes Hospital
- 19) Buzducea Doru (Romanian Angel Appeal), Social Assistant
- 20) Avram Dana (Health Aid), Social Assistant
- 21) Lazarescu Luciana (Romanian Angel Appeal), Social Assistant
- 22) Dr Mardarescu Mariana, Doctor At Colentina Hospital, Infectious Diseases Wards
- 23) Anghelina Tiberiu, Social Assistant
- 24) Enachescu Elena, Foster Care Mother
- 25) Dinu Ancuta, Foster Care Mother
- 26) Luca Ioana, Foster Care Mother
- 27) Enachescu Magda, Foster Care Mother
- 28) Maia Ayonb von Kohl, UNICEF Resident Representative
- 29) Sylvia Pasti, UNICEF Programme Office
- 30) Stanislav Czaplicki, UNICEF Deputy R R
- 31) Rebecca Moore, Holt International Children's Services
- 32) Iuliana Ghidu, Holt International Children's Services Social Worker

LIST OF CONTACTS

Constanta:

- 1) Dr Elena Popescu Mirceni, Inspector, Sanitary Department
- 2) Ana Maria Munteanu, Televiziunea MTC
- 3) Victorita Zbiera, Televiziunea MTC
- 4) Corina Iordanescu, Cuget Liber Newspaper
- 5) Dr Tascu Beiu, Medic Sef-sectie, Distrofici Doctor @ Distrophic Constanta County Hospital
- 6) Dr Gina Munteanu, Medic, Constanta Country Hospital
- 7) Valerica, Aurel Lazarica, Parents Of HIV+ Child
- 8) Antonia Lifu, Mother Of HIV+ Child
- 9) Nicoleta Bran, Mother Of HIV+ Child
- 10) Maria Cartacai, Mother Of HIV+ Child
- 11) Viorica Schmidt, HIV Foster Care Mother
- 12) Victorica Vagai, Foster Mother
- 13) Anica Constantin, Foster Mother
- 14) Safta Ignat, Foster Mother
- 15) Cornelia Stirbu, Foster Mother
- 16) Alina Balaceanu, Foster Mother
- 17) Anica Sarca, Foster Mother
- 18) Lucretia Toader, Adoptive Mother
- 19) Marioara, Cristea Tudor, Adoptive Parents
- 20) Ionel Vladulescu, Adoptive Father
- 21) Adelina Balog, Adoptive Mother
- 22) Ecaterina Oprea, Adoptive Mother
- 23) Cornelia Axinte, Pregnancy Counseling Case
- 24) Anica Dumitrache, Pregnancy Counseling Case
- 25) Ioana Lazar, Assistant Chief, OBGYN Section, Constanta County Hospital, Constanta
- 26) Lica Freimaier, Registry Office, Constanta County Hospital, Constanta
- 27) Constantin Motoc, Police Captain
- 28) Luminita Craciun, Inspector, County Education Department
- 29) Rodica Badica, Inspector, County Preschool Department
- 30) Dr Rodica Matusa, Chief, Infectious Disease Ward, Constanta
- 31) Doina Vasile, Chief, County Tutelary Authority
- 32) Doina Belciug, Chief, Municipal Tutelary Authority, Constanta
- 33) Dr Georgeta Iorgovan, Chief, Newborn Section, Medgidia Hospital

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1996

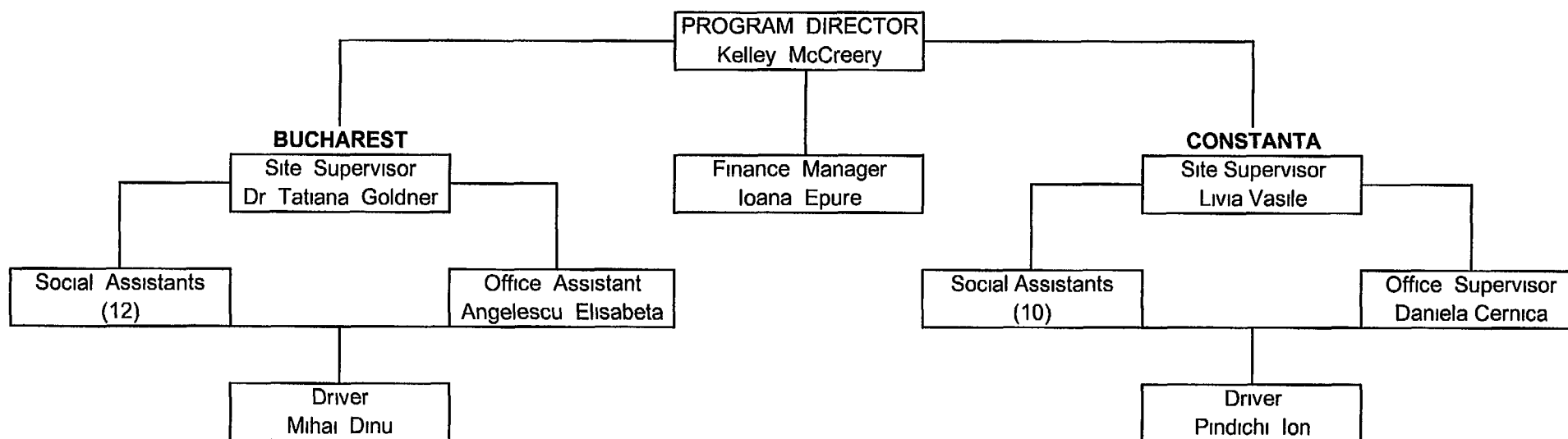
CHRONOLOGY

Chronology for Project Components

	3/93	6/93	9/93	12/93	3/94	6/94	9/94	12/94	3/95	6/95	9/95	12/95	3/96	6/96	9/96
Pregnancy Counseling															
training									X						
first case										X					
expansion to Cta												X			
Foster Care															
first placements				X											
manual finished										X					
manual translated												X			
manual printed												X		X	
HIV/AIDS															
first cases			X												
increase # of SA							X								
expand to Buc											X				
HIV foster-first placement												X			
Advocacy begins											X				
Domestic Adoption															
first placement Buc					X										
begins in Cta								X							
follow up study													X	X	
Reintegration															
first cases Buc					X										
first cases Cta				X											
follow up study													X	X	
Trainings															
Module II III									X X	X					
TOT									X	X					

ORGANIZATIONAL CHART

HOLT INTERNATIONAL CHILDREN'S SERVICES
Future of Romania (FOR) Children Project



Holt International Children's Services

FOR Children Project

Social Assistants

BUCHAREST

Polizu Maternity Macsim Sidonia
Polizu Maternity Zagan Iuliana
TA #1 Rizu Liliana
TA #1 Eugenia Avriganu(C)
Leagan #3 Marcela Turcanu (C)

REINTEGRATION PROGRAM

(9 social assistants)

CONSTANTA

Medgidia Hospital Marin Margareta
Constanta Maternity Neagoe Raluca Alina
Prematuri Calina Lapadatu (C)
Distrofici Hospital Popa Camelia(C)

FOSTER CARE PROGRAM

(2 social assistants)

Bucharest Center Mariana Popescu

Constanta Center Negutu Niculina

DOMESTIC ADOPTION PROGRAM

(2 social assistants)

TA #1 Ruxandra Polysu

Constanta Center Isac Daniela

PREGNANCY COUNSELING PROGRAM

(3 5 social assistants)

Bucharest Center Costache Luminita
Shelter Anghelescu Irina
Shelter Poenareanu Smaranda(C)

Constanta Center Cucu-lane Despina

HIV PROGRAM

(4 5 social assistants)

"N Gh Lupu" Hospital Tiberiu Anghelina
"V Babes " Hospital Elena Stan (FC)

Constanta Center Stefanescu Gabriela (FC)
Constanta Center Argatu Geanina
Constanta Center Manuela Cinepescu (C)

*PRESIDENT'S
LETTER*

My Dear Friends,

I believe as much as you that the non-governmental sector has not done the best possible job in representing children in the last seven years. Although, we must recognize that one of the merits of the 1989 revolution was rediscovering the initiatives and freedoms associated with these kinds of organizations.

Because I am also a member of some foundations and prestigious, foreign professional organizations, I have had the opportunity to understand something that the legislation and government has not allowed all of us to see until now, but that you know very well *if the activities of foundations were encouraged through legislation it would represent a real chance for developing the initiatives of this "micro-community"*. These foundations understand the specific problems much better than government institutions and can offer solutions which are more ingenious and cost beneficial--thanks to their non-profit status.

I also understand, as well as you, that these civic initiatives represent the "salt of the earth". They represent it all the more because they address issues of health, social assistance, youth, culture and human rights while at the same time promote the idea of democratic behavior and civic duty. I know that the initiatives of this sector can offer jobs, thus reducing unemployment and resolve problems that are often put off until tomorrow by the government sector.

To do these things that we all believe urgent and necessary we need to begin immediately, together with my personal support and that of the newly secured government, you will find the long awaited opening.

Allowing the possibility that this autumn might bring Romania a new President-one that is more open and encouraging of your initiatives, I ask you to please send me a description of your project and your suggestions as to how we can better support your efforts.

As I am the spokesman of your message to the citizens of this country, I can assure you that the future President of Romania will no longer speed past the non-governmental sector, but will work to share your success in a report to the European Union and other international forums.

The Government must support the non-governmental sector which, at the very core, offers only good to the public, to the people and to the communities where they work. They can help make our lives more "breathable" and more decent.

Thank you,

Emil Constantinescu

*NEWS
CLIPPINGS*

ÎMPRUMUTÂND SUFLET SUFLETELELOR...



Despre Holt International Children's Services am mai scris. E o organizație americană non guvernamentală, care se ocupă de prezentul și viitorul copiilor. Nu numai de la noi ci și din alte 13 țări inclusiv S.U.A. inclusiv Coreea de Sud. Asta ca să vă lămurim cam pe ce coclauri sunt răspândiți acești oameni (realmente)



de bine

Holt are în România fel de fel de programe. Noutăți (unele) pentru noi sau banalități (altele) tot pentru noi.



Cel mai original dar și eficient, pare-se e cel numit „Foster”. E la o adică o chestie din asta în care unul oarecare, un oarecare în vârstă de câteva zile sau de câțiva anișori e gazduit într-o sală de așteptare. E găzduit cât îi e dat. O zi o săptămână o lună un an. Până se găsește cineva să ia sub aripa. Să lăturească de la o subsuară la alta.

Concret există acum la Constanța destule familii care înțelegând suferința unui pui de om dar și a familiei sale iau în îngrijire un copil. Un copil a cărui vârstă variază de la câteva zile până la să zicem 4 ani. Da da da! Sunt familii constănțene care înțeleg că dădoloazele trec printr-o groapă a vieții lor așa că le acceptă nu le acceptă am greșit termenul le solicită în casa lor.

Iau sufletele și le stăpinesc. Până se decid cei ce le au creat să vada din nou de ele sau până când se găsește o familie să i primească.

Nu s'handicapați nu merita stigmatizarea. Sunt tot atât de normali ca toți ceilalți. Dovadă faptul că vom prezenta în viitor pe cei care i gazduiesc.

Știți ca sunt familii care după ce și au crescut copiii după ce și au trimis nepoții la școală au luat în îngrijire micuțe ființe pe care le au format ca și cum ar fi ale lor? Ideea a fost stimulată de programul Foster aceea a scoaterii acestor copii din colectivitatea pagubitoare și trecerii lor în mediul favorabil manifestării personalității sufletelului.

„La Maternitate la Districi” la cine știe ce casa de copii micuții beneficiază de ritmul de viață al unei colectivități. Nimeni nu le acorda o atenție specială așa că ajungem la situația ca un copil de aproape 2 ani să nu știe să mănânce altceva decât lapte prin biberon zice simpatică d'na Nina Neaguțu asistent social.



Tot dânsa adaugă. Îi plasăm în familie. Familii senzoase familii care îi cresc îi formează și când e clipa care e îi îndreaptă spre cuiburile lor.

Profesiunea de părinte!

O profesiune delicată una inedită la noi. Știți că de exemplu în S.U.A. nu există instituții de internare a copiilor? Nu, totul se rezolvă prin asistenți sociali. Adopția sau găzduirea sunt soluțiile aplicate.

Problema e alta. Una care sincer o recunosc și cei de la Holt te frânge vine o

anumită zi când la ușa ta apare o femeie care și vrea înapoi creația. I-o dai că n-ai cum comenta. Sau vine tot o femeie care vrea să și ia copilul oferit prin decizie judecătorească. I-i dai și ei ca legea i lege. Doar că

Doar că uite tot de la d'na Neaguțu aflăm sunt familii care au îngrijit copiii și când i-au încredințat altora s-au împrietinit cu aceia ce i-au adoptat. S-a ajuns până acolo încât un puștan a fost îngrijit de o familie iar niște vecini i-au adoptat legal! Acum gândacul e copilul a două apartamente!

Sa mai zică cineva că românul e căinos!

Gabriel MILCESCU

P.S. N-am dat nume de adoptatori în acest material. Evorba de oameni, de suflete, deci nu și au rostul publicitar.

BORROWING SOUL TO LITTLE SOULS....

ORICE COPIL TREBUIE SĂ AIBĂ O FAMILIE



Șansele unui copil instituționalizat sau la risc de a fi trimis într-o instituție decît să nu poată fi întreținut de propria familie se pare că au crescut în ultima vreme. În unitățile medicale - maternitate distrofici prematuri - sau la cine știe ce casă de copii micuții beneficiază de ritmul de viață al unei colectivități, decît ar merita cu mult mai mult. Sunt sufletele nedorite de mamele lor, abandonate mulți dintre ei chiar la naștere.

O altă alternativă la instituționalizare o reprezintă un program original și eficient, „Foster Care” al organizației nonguvernamentale „Holt International”, organizație care se ocupă de prezentul și viitorul copiilor atât la noi cît și în alte 13 țări. Scopul acestui program de îngrijire temporară este să le ofere copiilor șansa de a trăi într-un mediu familial pînă se pune la punct o soluție permanentă. Adică un copil poate fi crescut și ocrotit într-o

familie pînă se găsește cineva să îl ia sub aripă. Familia de adopție temporară oferă îngrijire unui copil pe o perioadă limitată, adică pînă cînd acesta se va întoarce în familia lui naturală sau va intra într-o familie adoptivă. Deși pare imposibil, cu ajutorul programului și al asistenților sociali, pînă acum 12 copii au fost adoptați, 2 au fost reintegrați în familiile lor naturale, iar alți 24 au fost în „Foster Care”.

D-na Livia Vasile, director „Holt International” Constanța, aleea Mimoselor nr. 4, ne-a mărturisit că din zece trei sufletele și-au găsit deja cuibul așteptat, du-si părinți adoptivi. Alți „pui” aflați în plasament familial, ca Valentina, o fetiță dulce de numai un an și opt luni, Bogdan, un „popandoc” de 14 luni sau Marius, un

flăcău” de doi anișori, cu situația socială rezolvată și ce-i mai important, cu o dezvoltare psihomotorie corespunzătoare vârstei, ar dori să aibă și ei o mamă care să îi iubească și să-i alinte. Ce este mai presus decît dragostea de mamă atunci cînd ea există? Cine poate să te înțeleagă mai bine atunci cînd ești la ananghie?
MAMA

Corina
IORDĂNESCU

“EVERY CHILD DESERVES A FAMILY OF HIS OWN

In 1996, Every Child Deserves A Family, Too!

Acheta „CUGET LIBER“

ȘI ÎN ANUL 1996, ORICE COPIL VA AVEA DREPTUL LA O FAMILIE

● Ce a adus anul 1995 în domeniul asistenței sociale? ● Cine are grijă de copiii noștri? ● Ce ne va oferi anul viitor?

Despre activitatea unei organizații ce are ca domeniu de activitate asigurarea asistenței sociale am aflat mai multe amănunte încercând să ne răspundă și la întrebările de mai sus de la d-na LIVIA VASILE directorul Centrului Constanța al organizației HOLT INTERNATIONAL CHILDREN'S SERVICES

Holt International Children's Services este o organizație non guvernamentală americană specializată în oferirea de servicii sociale copiilor și familiilor acestora. Organizația care va implini anul viitor 40 de ani de la înființare își desfășoară activitatea în 14 state ale lumii printre care Filipine Coreea Rusia Ecuador Romania. Aceasta își desfășoară acțiunile sub deviza aparținând lui Harry Holt. Fiecare copil are dreptul la o familie proprie.

În țara noastră programul organizației HOLT a fost finanțat încă din 1991 de organizația USAID. În baza acestui ajutor financiar începând din anul 1993 în România se desfășoară programul pilot Future of Romanian Children (Viitorul copiilor Români). Principalele obiective ale programului constau în reducerea numărului de copii abandonati asigurarea unui plan permanent de viitor pentru toți copiii abandonati sau cu risc de abandon și formarea unei rețele de specialiști în domeniul muncii de asistență socială pentru copii.

Programe specifice HOLT'

Având în vedere importanța deosebită a serviciilor de consiliere pe care si le propun specialiștii organizației Holt International derulează o serie de programe în cadrul

căroră se urmăresc rolul și viitorul copilului în cadrul unui mediu familial propice. Astfel se urmăresc reintegrarea copiilor abandonati în familiile naturale și urmărirea modului de desfășurare a procesului.

În luna martie a anului trecut a fost lansat și programul FOSTERCARE (îngrijire familială temporară) pe baza unor studii asupra familiei de îngrijire temporară. Selecționarea sau potrivirea nevoilor copilului cu oferta familiei se decide în comun între asistentul social din instituția de referire, maternitate, leagăn, autoritate tutelară și asistentul social al familiei de îngrijire temporară. Scopul principal al acestui gen de îngrijire constă în oferirea unei șanse copiilor de a trăi într-un mediu familial până se pune la punct o soluție permanentă în cadrul specific prevăzut de Legea nr. 3/1970. În plus, familia care îngrijește temporar un copil primește sprijin moral și material din partea organizației Holt.

Un alt program al organizației are în vedere și viitoarele mame. Serviciile prestate sunt gratuite și cuprind informații referitoare la asistența soluții alternative, posibilitatea unui sprijin economic, haine, alimente, strategii de integrare socială și profesională pentru viitoarea mamă.

Organizația Holt oferă în cadrul unui alt program specific asistența socială pentru copiii seropozitivi.

Rețeaua de asistență Colaborări

În prezent organizația are 11 asistenți sociali cărora li s-a asigurat o pregătire temeinică din punct de vedere profesional. Rețeaua dezvoltată cuprinde maternitățile Constanța și Medgidia, secția distrofici a Spitalului Județean Constanța, secția de prematuri C.S.D. „C. C. C.“ nr. 2, Leagănul pentru copii Navodari. De

asemenea există și centrul de asistență Holt situat în incinta Creset nr. 5 de pe alea Mimoselor nr. 4.

În cadrul unei colaborări bine determinate Holt International are legături cu autoritățile tutelare ale Consiliului Județean și municipal cu Direcția Sanitară a Județului Constanța și Comisia Județeană pentru ocrotirea unor categorii de minori.

Cu ce rezultate a încheiat „Holt International“ anul 1995?

În anul 1995 peste 350 de copii abandonati sau cu risc de abandon au beneficiat de serviciile sociale ale organizației. Au fost încredințați în vederea adopției 35 de copii abandonati conform prevederilor Legii nr. 3/1970. De asemenea au fost plasați în familii pentru îngrijire temporară în vederea recuperării psihomotorii și a reducerii handicapului de instituționalizare un număr de 11 copii abandonati. Chiar dacă programul de slăuire a tinerelor mame a intrat în aplicare abia în luna decembrie totuși au beneficiat de serviciile de slăuire două femei gravide aflate în situații critice.

D-na Livia Vasile, director al centrului Holt Constanța, ne a declarat că rezultatele multumesc sufleteste membrii organizației pentru că au reușit, fie și într-o mică măsură, să ofere sprijin și să ajute copiii aflați în pericol. Oricum există speranța într-un viitor mai bun.

Proiecte pentru anul 1996



Organizația Holt este specializată în oferirea de servicii sociale copiilor și familiilor lor. Într-un nou an, cu certitudinea că vor fi finanțati și în 1996, având în vedere rezultatele obținute și necesitatea asistenței sociale, și au propus ca pe viitor să transforme într-o organizație non guvernamentală românească.

Corina IORDANLESCU

Mother Lending - An Alternative To Orphanages

Miercuri, 28 februarie 1996

Societate

Protecție socială

Mama „de împrumut” – o alternativă la orfelinate

Se spune că atunci când moare un om undeva se naște un copil. Cu el se nasc o mulțime de speranțe și idealuri. De regulă în familia în care se naște un copil este sărbătoare. Sunt însă tot mai multe familii ce nu-și permit să aiba copii și tot mai multe mame care le dau naștere fără să se gândească la ce va urma după cele nouă luni de sarcină. Așa se face că maternitățile orfelinate și mai ales străzile s-au transformat ad hoc în familii pentru micuții abandonati. La nașterea lor nu s-a bucurat nimeni.

Legea 3/1970 reglementa situația acestor copii. Ea prevedea, ca o alternativă la instituționalizare, posibilitatea încredințării copiilor abandonati unor familii de îngrijire temporară, însă pe un termen nelimitat. În realitate nici o familie de români nu s-a grabit să gazduiască vreun copil. Motivul era același: ce stătea la baza abandonurilor: sărăcia. În 1993 Agenția americană Holt Internațional a inițiat în România o serie de programe al căror scop principal este evitarea instituționalizării. Printre ele se numără și așa numitul program Foster (gazda) de îngrijire familială temporară. O familie (sau cuplu) cu vârste cuprinse între 25 și 60 de ani, sănătoasă fizic și psihic, fără cazier, poate găzdui un copil pe o durată de până la șase luni, timp în care acestuia i

se caută familia naturală sau o familie adoptivă. În cele șase luni familia temporară primește pentru copil din partea agenției lunar, o sumă de bani, mobilă, lenjerie, haine, lapte etc. Practic familia nu învestește decât timp și sentimente. Ideea este foarte răspândită în

străinătate. La noi se practica deocamdată, numai în București și la Constanța. În ciuda rolului ingrat (mama de împrumut trece cel puțin o dată pe an prin drama abandonării copilului în brațele alteia) s-au găsit destule familii care să si pună sentimentele în joc. Mamele temporare au diferite profe-

sii. DJM are 48 de ani și lucrează la leaganul Sfânta Ecaterina ca mama socială. Are de asemenea un băiat de 15 ani și o fată căsătorită. Este acum la al patrulea copil îngrijit. EE de 44 de ani, casnică, mama unui băiat de 18 ani și a unei fete de 20 de ani, este a cincea oară mamă Foster. Plânge de fiecare dată când se desparte de un copil. În această familie sunt de fapt două mame temporare, pentru că fiica lui EE, asei, nu a devenit până acum mamă biologică a vreunui copil, se consideră mama Foster pentru copiii veniți în familie.

Dacă doriți să deveniți familie de îngrijire temporară, contactați Agenția Holt Internațional la telefon 410 52 83. În scurt timp veți fi căutați de asistentul social al agenției. Se va face o anchetă socială și se va întocmi un dosar cu probele ce dovedesc capacitatea familiei dumneavoastră de a îngriji un copil.

DOLLORES BENEZIC



Mămica Foster EE împreună cu fiica naturală și cel de al patrulea copil îngrijit. EE plânge pentru că se desparte de copil în favoarea unei mame adoptive.

PAVILIONUL SIDA COPII / Treizeci de copii infectați cu HIV sunt abandonati în Spitalul „Victor Babeș”,

Reintegrarea lor în familii - o responsabilitate ce ne aparține tuturor

„Îi văd uneori privind pierdut pe fereastra. Știu atunci că în imaginația lor undeva în blocurile din jur își caută casa. Când mi se așază în brațe și cu o voce caldă îmi spun MAMA le simt golul din suflet. Ei au nevoie de afecțiune dar sunt treizeci și noi doar câțiva

Cu bunătața întâmpinată pe fața doamnei educatoare Alice Duica din Pavilionul B1 al Spitalului de boli infecțioase „Victor Babeș”, caută să răspundă tuturor manulelor întinse - la mâncare sau să sărute câte o frunte care i se oferă cu nevinovăție. Cei 30 de copii infectați cu HIV din spital au acum un pavilion modern. Condițiile sunt mult schimbate. Saloanele au doar câte două paturi. Sala de mese holurile și sala de joacă sunt decorate cu desene vesele. În acest pavilion se îngrijește copiii care suferă de SIDA. Majoritatea au fost internați în 1989 sau 1990. De atunci ei au devenit copiii adoptivi ai spitalului. Familile par să îi uită!

Approape ca în orice grădiniță

„De anul trecut am început să lucrez cu acești copii. Să îi familiarizăm cu activitățile de grup. Dar ei au nevoie de afecțiune. Ne lăvm încă de individualismul lor instinctiv. În timp ce ne vorbește doamna Alice ridică o fetiță în brațe și o mângâie protector. Alți copii întind manulele așteptând să fie luați în seamă. Trei educatoare îi învârt pe micuții să deseneze sau să se joace cu jucăriile din sală. Lumea pătrunde neștiințiv prin teștele întinse în jurul copiilor și comportă firesc aproape ca în orice grădiniță.

Și totuși ei au familii

Rareori un bunic sau o mama vizitează câte un copil din pavilion. Evenimentul trece neobservat în noaptea de zile de când au fost abandonati în spital. Unu vin să îi ia copiii bolnavi doar pentru a ridica ajutorul de la Asistența socială sau pentru ca să obțină cu prioritate o casă. După nici o săptămână copiii revin în spital.



„În fiecare zi copiii primesc cele mai bune alimente, așa cum poate nu au acasă. Dar bucuria de a-și vedea părinții nu poate fi ușor înlocuită” - doamna dr. Maria Straus, medic primar boli infecțioase la Spitalul „N.Gh. Lupu”.

murdari, slabiți și uneori cu vanătăși pe corp. Fără explicații sau invocând o situație materială precară, părinții îi reinternează și dispar așa cum au apărut, fără să lase nici macar adresa unde pot fi găsiți.

Un tătic pentru cei morți

Anul trecut 16 copii bolnavi de SIDA s-au stins în Spitalul „Victor Babeș”. După trei luni sau după o jumătate de an de la decesul părinților, adunau la mine. Intenția lor era să recupereze ajutorul de înmormântare. Dar pentru ca acești copii fără acte să poată fi înmormântați, cineva trebuia să-i declare. Acela sunt eu în cele mai multe cazuri. Pentru perfectarea actelor de înmormântare numele meu figurează ca aparținător al copilului sau adultului decedat după caz. E neplăcut când familia vine să-mi ceară imperativ marile țigări, să mărg la notariat să ateste că ei sunt adevărații aparținători. Dar n-am să mai accept astfel de situații. Ne așteptă dl. Augustin Petrescu, autopsier la Spitalul „Victor Babeș”, tata de ocazie a peste 100 de copii.

Și ei au dreptul la o șansa

Organizația „Hold International” împreună cu personalul spitalului în cercarea reintegrării copiilor în familie. În cazul în care părinții nu sunt găsiți se propune socializarea copiilor în „familii gazdă” unde patru sau cinci copii de vârste diferite sunt crescuți și educați asemenea fraților. Domnul dr. Dan Duiculescu, medicul șef al Pavilionului B1, ne a oferit câteva lamuriri. „Dezvoltarea psihică a copiilor este strâns legată de mediul familial. Ei trebuie să simtă că aparțin unei entități. Dintre copiii aflați la noi cel puțin 20 sunt apti din punct de vedere medical pentru a fi luați acasă. Am constatat că evoluția clinică a copiilor infectați cu HIV este favorabilă dacă în majoritatea timpului stau cu părinții. Periodic ei pot veni la noi pentru tratament sau un control de rutină. În acest fel copiii pot fi echilibrați într-un timp scurt cu medicamente de cea mai bună calitate. Viața lor s-ar derula normal alături de familie. Ar merge la școală și ar face prieteni și în primul rând ar simți caldura părintească.

Dar avem voie să aducem fetița acasă?

„Mă întreb dacă nu-l îmbolnăvesc pe asta miru, dacă o aduc. Ei acum la școală. Mă gândesc că ea ar trebui să o duc. Dar o prințesă cum gândește, poate să-și găsească școala, face față? Poate ar să o dau la o școală specială. I se joacă știe? Cum o poartă cu lași copiii? Frământările acestea mi-au început odată cu vizita la tătutul social în domiciliul far Brandușei. Ea o fetiță de șapte este vreo desenează frumos, a cut și întreabă mereu când poameargă acasă. I se răspunde sfârșitul săptămânii viitoare. După patru ani acest sfârșit feroc de mană nu mai vine. Părinții nu a văzut-o de când au trei ani, avut și noi greutăți. Eu sunt psoția nu are serviciu și am fost nat și în spital. Ne spune tatăl band neîncercător. „Dar dacă gem acum putem să o luăm acă

Ei nu v-au uitat, vă așteap

Identificarea familiilor copiilor infectați este o adevărată aventură. Uneori se pornește doar de la o să incompletă sau de la o serie de letin. Efortul asistenților sociali însă rar are răsplătire. Retenția în fața de cumplită maladii e. Astăzi știm că virusul nu se transmite decât prin răni deschise, sexual, dar nu e cazul la copiii au rămas încă tributari vechi meri. Din fericire acum familii neficaz de un sprijin din part tului de circa 100 mii lei. În bati ficatului eliberat de Secretaru, Stat pentru Handicapați, ei se l și de prioritate pentru obținere case pentru montarea telefon de medicamente gratuite. Co este ca părinții să-și ia copiii a sa e ocupe de ei. Se pare in pentru a ajunge la atitudine firească avem cale lungă de tut ne a mai spus dl. Adrian a i tent social în cadrul Spit „Victor Babeș” membru al Or tici „Hold International”.

Mariana

The AIDS Pavilion/Thirty children infected with HIV are
abandoned in Victor Babeș Hospital
Their Reintegration In Families -
A Responsibility which belongs to all of us.

Domestic Adoption and Foster Care Programmes Become More Popular

“I really enjoy taking care of children,” said Anca, as she kissed Mihai’s cheek



"It is very rewarding and I feel the benefits of my work in my heart."

By Columbia Vălleanu

ANCA loves children and there is ample evidence to show it.

After raising two children of her own, the 50-year old Bucharest woman is now caring for her second foster child, Mihai, a four month-old boy.

Anca's enthusiasm is infectious. On learning of her kindness, three of her neighbours are now also caring for foster children, and a fourth lady living in the same block is about to do so.

"I really enjoy taking care of children," said Anca, as she kissed Mihai's cheek. "It is very rewarding, and I feel the benefits of my work in my heart."

Little Mihai obviously also realises the advantages. Giggling, the blond-haired infant sat comfortably in his pram watching dancers on television.

The five women are partici-

pating in a new programme launched in Romania to find foster homes for many of the nation's abandoned and institutionalized children.

Several organisations are working in this field, including Holt International Children's Services, which launched its domestic adoption and fostering projects three years ago. Holt receives funding from the United States Agency for International Development.

The project, which started in July 1992, involves finding suitable children and caring parents and providing guidance through the complex legal and emotional process with the help of a network of social workers. The organisation also co-operates with local authorities and the National Adoption Committee to make the entire system more efficient.

"I have worked in many coun-

tries in this field, and I find Romanians to be one of the most open and generous people I have known," said Mrs Sandra J McLaughlin, Romania program director for Holt. "They have a great love of children and want to do something to help. In fact, we already have more willing parents than available children. We often locate suitable parents through word-of-mouth."

The adoption project has been so successful that Holt's 1994 goal of 135 domestic adoptions was surpassed, in fact nearly doubled, with a total of 210 children being placed. In addition, 19 children have been fostered already by widows and married couples, with the average length of time being 6-8 months. Holt focuses on infants to 6-year-olds, though most of the children involved are under 3 years.

Initially, doctors and hospitals were reluctant to allow

abandoned children to be taken away from the maternity wards for adoption, but after lengthy discussions, they agreed to co-operate. The main hospitals are three in Bucharest (Polizu, Julesti and University) and four in Constanta county (Municipal, Medgidia and Cernavoda).

In the Constanta hospital, the project involves children from varied ethnic backgrounds, including Turkish and Romany populations.

"Holt International donates a small sum of money to people who adopt or foster, but the amount covers only basic needs, such as part of the home utility costs and extra food and clothes," said Mr Michael Castlen, associate director. "They are not involved in the project only for the money because it is not enough for a family to live on. The foster families I met did what they did because they wanted to help the children."

Romania is Second Country to Sign Hague Convention on Child Adoption Procedures

By Columbia Vălleanu and Sean Hillen

TO promote international co-operation and to standardize child adoption procedures, Romania became the second country to sign the Hague Convention with the National Adoption Committee playing one of the leading roles in the discussions.

The signing of the agreement and the continuing work of the committee are encouraging news for those seeking greater protection for children in Romania.

The committee particularly encourages Romanians to adopt children, as well as supervising overall adoption procedures. Before a child can be adopted internationally, the child's name must be on a special list formed by the committee for 6 months. During this time, efforts are

made to find Romanian adoptive parents.

"It is necessary for Romania to have a single body overseeing the adoption process," said Mrs Bianca Mihai, executive director of the committee in the Ministry of Health. "And it is far better for Romanian children to remain in their own country; but if that is not possible, then we help find responsible parents offering proper living conditions for the children. I am very optimistic about the committee's future."

The National Adoption Committee, consisting of nine members from different ministries involved in childcare, has already facilitated the adoption of 700 children by foreign parents. Many of these children required medical care overseas. The four-year-old committee has also signed agreements with 21 countries, out of which 18 are signatories of the Convention.

The committee is also lobbying for changes in the adoption laws so that the committee will be the only authorized group controlling international adoptions and that only orphans will be adopted and not children with families.

"The proposed legal changes are necessary to halt the illegal adoptions carried out by agencies which do not have the committee's authorisation," said Mrs Mihai. "We also want to give the orphans greater chances of finding a family to live with, instead of being placed in an institution. It is very important to develop a programme to convince families to accept their children back and to encourage and help those Romanian families with financial problems not to abandon their children."

Rev Robert J Vitillo, director of programmes for Caritas Internationalis and a UNICEF consultant, said, "The signing

of the convention and the setting up of the national committee will certainly help to improve the controls on adoptions and help protect children. Every effort must now be made to strengthen the committee's role by those in political life."

To support the committee in its work, a proposed network of social workers will be established nationwide in co-operation with UNICEF. Through this network, the committee will have complete information about all institutionalized children and about adoptions.

"This is a very important step forward and one which will have widespread benefits for parents and children," said Rev Vitillo, who has been involved in programmes focusing on Romanian children since 1990. "The changes in attitude that I have noticed will help support the new ideas for implementing a strong social services system now being put forward."

Holt International Children's Service - 5 ani de activitate

Când în țara noastră apar la tot pasul fel de fel de organizații de caritate de sprijin și ajutor a diferitelor categorii sociale și care își fac audiu publicitate pentru atragerea de fonduri și sponsori descoperirea unei asociații care timp de cinci ani a stat deoparte fără să facă multă zărvă în jurul său dar ajutând efectiv copii cu probleme poate fi considerată o raritate.

Organizația Holt International Children's Service funcționează în țara noastră de cinci ani. Este o organizație neguvernamentală, non-profit, specializată în oferirea de servicii sociale copiilor abandonți sau cu risc de abandon. Anul acesta a sărbătorit 40 de ani de activitate funcționând în SUA și în alte 14 țări ale lumii.

La Constanța Holt International și-a început activitatea în urmă cu trei ani (cel de al doilea centru fiind în București). 3230 de copii români au beneficiat până în prezent de servicii sociale. 1558 au fost reintegrați în familia naturală (1200 fiind urmăriti după reintegrare). 322 de copii seropozitivi au beneficiat de asemenea de servicii sociale.

Doamna Kelly McCreery - directoarea programului Holt pentru România sublinia în cadrul primei

conferințe de presă (organizată la trei ani de la deschiderea centrului de la Constanța) ca activitatea organizației este o alternativă la instituționalizarea copiilor abandonți.

Doresc ca românii să fie mult mai implicați în problemele copiilor abandonți pentru care trebuie făcut ceva. Doresc să vadă o creștere a responsabilității.

Problemele cu care se confruntă Holt International sunt extrem de complexe. Activitatea asistenților sociali (în număr de 11 la Constanța) are ca principale obiective prevenirea abandonului, dezinstituționalizarea copiilor care se află în număr foarte mare la Secția distrofici a Spitalului Județean, în leagăne, la casele de copii preșcolari și școlari, precum și asistența socială a copiilor seropozitivi îngrijiți în familie. Ca un succes deosebit al organizației se constată plasarea unui astfel de copil infectat HIV într-o familie ce a fost de acord să îl îngrijească. Pentru că o instituție nu este o familie și nu este locul unde un copil crește cum trebuie. Este o minune ce se întâmplă cu acești copii după două luni de relații cu părinții, sublinia dna Livia Vasile - director al Centrului Holt Constanța.

Unul dintre programele cele mai interesante este Foster Care, al cărui obiectiv este pregătirea și creșterea copiilor abandonți într-un cadru familial pe o perioadă determinată, până se găsesc părinți adoptivi sau sunt reintegrați în familiile naturale. Din 1993 până în 1995 prin acest sistem au fost plasați 32 de copii, dintre care 21 au fost adoptați și cinci reintegrați în familie. În cadrul acestui plasament de îngrijire familială temporală copilul are ocazia de a trăi într-un mediu adecvat în timp ce se încearcă găsirea unei familii permanente. Familia "foster" este atent selectată pentru a putea oferi condiții din cele mai bune copilului dat spre îngrijire. Acesta este pregătit psihic pentru viitoarea adopție sau pentru reintegrarea în familie. Diferența dintre copiii rămași în instituțiile de ocrotire și cei astfel plasați este evidentă.

Copilul instituționalizat este apăsător, nu vorbește, nu se dezvoltă normal psihic, pentru că îi lipsește căldura și dragostea unui cămin. Tocmai acest lucru încearcă să facă Holt - să ofere o alternativă. Sunt însă probleme cu recrutarea familiilor foster, dar și a familiilor adoptive. Rezultatele fiind...



Eu am dreptul la o familie?

...tive HOLT INTERNATIONAL continuă activitatea în această direcție. Un alt aspect abordat în cadrul conferinței de presă a fost problema fondurilor și bunurilor necesare pentru Sărbătoarea de Crăciun. De la 1 noiembrie HOLT INTERNATIONAL va declanșa o campanie de strângere de fonduri și donații pentru a putea face o mică bucurie acestor copii loviți de soartă. Conducerea organizației consideră că orice ajutor este binevenit (jucării, cărți, rechizite, îmbrăcăminte, încălțăminte, alimente sau fonduri bănești) întrucât nu toate familiile în care se află copii asistați de Holt International dispun de resurse materiale pentru a oferi acestora un cadou de Crăciun. Cei trei ani de experiență și activitate neprăstabilă, cu o tenereză seriozitate în distribuirea donatilor.

Teodora Vasiliu



HOLT

Căldura copilului văscă schimbă
Nu s' schimbă
Estă tot plină de viață
Dar poți schimba cu un copil
făcând Estă ușor



**HOLT INTERNATIONAL
CHILDREN'S SERVICES
CONSTANȚA**

Young, Unemployed And Alone Mother - "I'm Looking For A Shelter!"

Protecție socială

Tânăra mamă, șomeră și singură, caută adăpost!

Mă numesc Sorin și am 20 de ani. Partenera mea, Ioana, are 20 de ani. Locuim împreună cu mama mea, bolnavă psihic și cu fiica noastră, Mirela, în vârstă de trei săptămâni, într-un apartament cu două camere. Alături de eu și Ioana am absolvit zece clase, fără a dobândi însă o calificare. Toate încercările noastre de a găsi serviciu au eșuat, și fiindcă nu am lucrat nicodată, nu putem beneficia de ajutor de șomaj. Venitul nostru se rezumă la ceea ce câștigăm din când în când, muncind la negru. Aceste sume ne ajung să supraviețuim de pe o zi pe alta. Nu mi s-a plătit chiria și întreținerea de luni de zile. Din cauza restaurantelor, ne-a fost întrerupt curentul electric la fel și telefonul. Moroz că mama poate să alăpteze încă încă singura persoană rămasă în familia noastră o în Mirela. Așa stau lucrurile, ne am gândit să plecăm din țară și să ne încercăm norocul în străinătate. Dar ce să facem cu Mirela? Este prea mică să fie expusă riscurilor și neprevăzută pe care le presupune o astfel de încercare. Nu avem cum să o luăm cu noi și nici nu avem cui să o lăsăm în îngrijire. Dar nici să o abandonăm nu putem!...

Acesta este un fragment din discuția purtată de tânărul Sorin cu asistenta socială a Organizației Holt International. La ea, sunt altele câteva nece de discuții, fiecare cu dramatismul lor, și unele din care sunt de nădejde că sunt în țară. Holt International Children's Services este o organizație de asistență socială din SUA, ce își desfășoară activitatea în 14 țări ale lumii. Din 1993 s-a instalat și la noi, cu un program ce privește familia, mama și copilul.



Tănăra M.P. și fiica ei Georgiana, în prima lor zi în adăpostul de la Sfânta Ecaterina.

Cazul prezentat mai sus face obiectul programului de sfaturi a gravidelor (Pregnancy Counseling Program). Oferă servicii gratuite femeilor gravide cu probleme. Principalele obiective ale acestui program sunt: evitarea abandonului, sprijinirea gravidelor și, firește, diminuarea instituționalizării. Cum funcționează programul? Asistența socială și agenții își desfășoară activitatea în maternități. De aici „răcolează” potențialele viitoare mame cu probleme. Desigur, acestea se pot adresa și direct Agenției Holt la telefon 410 08 94. Printr-un acord cu Leagănul de copii Sfânta Ecaterina și cu Organizația Misionarele Carității, Agenția Holt deține două adăposturi special amenajate pentru mamă și copil. Astfel, proaspetele mame, șomere și fără familie (sau cu familie ce le repudiază), silită după naștere să părăsească maternitatea, sunt găz-

duite în aceste adăposturi timp de șase luni, până își reglementează situația financiară sau familială. Astfel, s-a evitat abandonarea multor copii în maternități. Tănăra I.G. de 25 de ani, singură, fără casă, cu probleme de sănătate, șomeră și fără partener (a părăsit-o când a aflat că nu acceptă avortul) a fost o „chiriașă” a adăpostului, timp de șase luni. În această perioadă, lipsită de grija zilei de mâine pentru ea și copil, a reușit să și pună la punct problemele. Cel mai important lucru a fost acceptul părinților, oameni de la țară, cu prejudecăți specifice. Ei au venit la adăpost să și ia fiica și nepotul acasă.

Desigur, nu toate cazurile se sfârșesc ca în film. Există în continuare copii abandonati și mame disperate. Pentru asta, Agenția Holt are și alte soluții, despre care vă vom informa pe viitor.

DOLLOBES BENEZIC

EUROPE

Romania

Seven years on

BUCHAREST

FED up with corruption and broken promises Romanians have at last dumped the vaguely reformed communists who have ruled them for the past seven years. In the parliamentary election on November 3rd the centre right won the victory it had been waiting for since Nicolae Ceausescu was executed in 1989.

The Democratic Convention, an alliance of opposition groups, won 30% of the vote, eight points more than the governing Party of Social Democracy. It immediately started bargaining over a possible coalition with Petre Roman's Social Democratic Union, another reform-minded opposition group (one that embraces some smart technocrats), which was third with 13%.

But all is not over for the former communists. Their candidate, Ion Iliescu, the incumbent president and former Ceausescu aide who masterminded the dictator's overthrow, was a whisker ahead after the first round of voting for the presidency. He will face the Convention's Emil Constantinescu in a run-off on November 17th which promises to be close. The former communists will make hay of differences between the two opposition groups whose leaders mistrust each other even though they call for similar things: faster economic reform, more open government, and joining NATO. A new coalition would need the ethnic Hungarians' party to get a decent parliamentary majority.

Mr Iliescu's lot had been expected to lose the parliamentary election. The government had promised a "social market economy" that would look after the needy and make everyone better off. Instead, it neglected welfare and failed to woo private investors. A business elite dominated by well-connected ex-communists and former secret policemen grew rich while the government dithered over privatisation and failed to complete a new legal framework.

But the closeness of the presidential race has shaken the old communists. Mr Iliescu was visibly shocked when exit polls giving him just a slight first-round lead flashed on to the television screens. Just a few months ago the 66-year-old Moscow-educated president, who won by a landslide in 1990 and easily defeated Mr Constantinescu, an academic in 1992, was generally reckoned likely to win.

Mr Iliescu portrays himself as an avuncular figure, capable of ensuring stability in a country that went through turmoil in the early post-communist years. His support like his party's is strongest among the old and in the countryside, home to half Romania's 23m people. But he pulled no punches

on the hustings. He called Mr Constantinescu a "closet monarchist" who would rob the peasants of their land and destroy pensions. Mr Roman, the first post-communist prime minister but now Mr Iliescu's bitterest enemy, was branded a virtual criminal. Such tactics may yet scare voters into re-electing him.

The opposition says its parliamentary victory is a call for a change of both system and government. But will it do better than the governments of ex-dissidents in most other East European countries, which have failed to stay in office for more than a term?

Romania's opposition, backed most keenly by the young, city dwellers and private business, is readier to govern than it was in 1992. Its leaders still include ageing ex-dissidents, but it has realised that being anti-communist is not enough to lead a country. Many of its candidates this time are younger than those who ran four years ago: some were drawn from an emerging professional and entrepreneurial class. Romanians in any case, are more realistic these days and the country is calmer. Though voters have high expectations of the future government, the euphoria that greeted the overthrow of the Ceausescus has gone. People now know that modernising their country will take a fair bit of time.



Constantinescu, don't turned would be president

The outgoing government was reluctant to lose central control and pursued reform half heartedly. But free market institutions though weak, exist. A fledgling democracy is starting to grow. Mr Iliescu's party has accepted defeat. It will, he says, be a constructive opposition in parliament. In government in 1990 and 1991, it used vigilante miners to stamp its authority on the streets. Still, the economy is in a colossal mess. Inflation is speeding up again, big industries hog far too many resources, the overvalued currency hurts export industries and causes shortages of foreign exchange. The ex-communists will soon have plenty to snipe at.

A Slovak premier cum theatre critic

BRATISLAVA

VLANIMIR MECIAR is leaving no turn unstoned. Having increased his power over parliament, regional government and the economy, Slovakia's prime minister is now devoting his critical eye to the country's theatres, universities and museums. A law was recently passed allowing the government "to intervene in matters belonging to the jurisdiction of universities and faculties, deans and academic senates."

Unperturbed by protests, the minister of culture, Ivan Hudec (an ex-communist, like most of the cabinet) had already weighed in with a purge of museum directors. After that he fired the director of Slovakia's National Theatre, saying without much evidence, that he had pinched 25m Slovak koruna (\$833,000). Angry Slovak thespians declared a three-day strike, before teaming up with film makers and others to form a group called "Let's Save Culture." A fo-

rum of drug takers sneered Mr Hudec.

All this is old stuff to Slovakia's harried journalists. Earlier this year the head of the country's secret service, Ivan Lexa, ranted in parliament about the media's efforts to spread the anti-government campaign and stoke up an anti-Slovak mood abroad. The main culprits, he claimed, were the American-financed Radio Free Europe, Bratislava's Radio Twist, a local newspaper called *Sme* (Crumb) and a Czech television channel Nova. Journalists at *Sme* already know how perilous some investigations can be. One of their number, Peter Toth, was beaten up while looking into the kidnapping of the son of Slovakia's president, a rival of Mr Meciár. One of Mr Toth's contacts was killed when his car mysteriously exploded. The secret service denies involvement in the kidnapping. Mr Toth's beating and the explosion. Police investigations into all three have faded.

December 02, 1996

THE NEW YORK TIMES INTERNATIONAL MONDAY, DECEMBER

A New Romania: Neither Communist Nor Godless

By JANE PERLEZ

ALBA IULIA, Romania, Dec. 1 — In a ceremony resplendent with the glittering robes and miters of Romanian Orthodox bishops in a site resonating with historic significance Romania's new President today pledged a new start for his troubled country.

By supplementing his civil inauguration on Friday with a religious ritual in a cathedral adorned with golden icons, neo-Byzantine frescoes and royal portraits, Emil Constantinescu marked a milestone for the former Eastern bloc.

His defeat of Ion Iliescu in elections two weeks ago had already made history by sweeping away the last Government in the region that was an immediate descendant of the Communists and allowing what historians are calling Romania's first peaceful transfer of power.

Mr. Iliescu, a former senior Communist Party official had been President of Romania since the violent overthrow of Nicolae Ceausescu seven years ago.

But today by celebrating his ascendancy to the presidency with a religious service in the place where, 78 years earlier Romania was unified, Mr. Constantinescu, 57, signaled that the decades of official atheism under Communism were also being set aside.

No other post-Communist head of state, aside from Lech Walesa in Poland, has made such a personal point of sanctioning the resurgence of Christianity.

After listening as the head of the Romanian Orthodox Church, Patriarch Teoctist, spoke to him before the altar of Holy Trinity Cathedral, calling on him to preserve the country's spiritual and national dignity Mr. Constantinescu moved outside to address about 20,000 people who braved a drizzle.

In personal tones avoided by his predecessors, the new President appealed for help in the difficult task of restoring Romania's shattered economy and defeated spirits.

We have everything to do, Mr. Constantinescu said. But to do it right, we must do it together. If it is going to be good, it will be good for us together. If it is going to be bad, it will be bad for all of us.

From the crowd, festooned with red-yellow and blue national flags, voices called out, We love you.

Mr. Constantinescu acknowledged that the collapse of Communism in Romania had been accompanied by poverty and cheated expectations. The future, he said, depends on leaders who have to sacrifice and citizens who don't have to be sacrificed anymore.

Alba-Iulia, a small town 175 miles northwest of Bucharest, is revered in Romania as the place where, on Dec.



President Emil Constantinescu walked with the head of Romania's Orthodox Church, Patriarch Teoctist, left, and Bishop Andrei of Alba Iulia yesterday after a religious service commemorating Romanian unification.

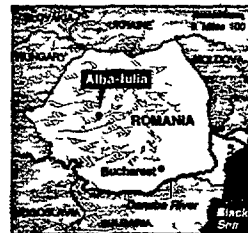
1 1918, a unified Romania was proclaimed comprising the provinces of Walachia, Moldavia and Transylvania. Fleeting in 1600 the warrior Michael the Brave had succeeded in unifying the three regions by riding into Alba Iulia on horseback and declaring the nation whole.

His efforts collapsed months later but fired the imagination of Romanian nationalists ever after. Walachia and Moldavia later won their freedom from the Turks and became the kingdom of Romania in 1881. And in return for entering World War I on the side of the Allies, Romania was awarded Transylvania, which had been part of Hungary.

Since the fall of Mr. Ceausescu in 1989 Dec. 1 has been celebrated in Romania as National Day. But even under Mr. Ceausescu, Romanian children were taught about Michael the Brave riding to the door of the Romanian Church of Unification here where he was crowned King.

To commemorate the new unity of 1918, a new cathedral with fabulous friezes — a vast panel of icons of apostles and prophets above the altar and pink marble pillars was built in 1921.

King Ferdinand and his wife, Marie, were crowned here a year later.



Romania was declared unified in Alba Iulia in both 1600 and 1918.

The monarchy was abolished in 1944, and murals of the King and Queen, dressed in fur-trimmed robes, were covered during the fiercely antimonarchist period of Mr. Ceausescu. They were restored during a renovation of the cathedral two years ago.

Mr. Constantinescu has said that once the fanfare dies down, it will be difficult to fulfill the hopes his election has raised.

In his inauguration speech on Friday at the enormous House of the People in Bucharest constructed by Mr. Ceausescu, he pledged to speed up privatization of state enterprises and to lower taxes. He has announced a short-term emergency plan to stabilize the overvalued currency attract foreign investment and mend fences with the International Monetary Fund, which stopped disbursing loans last year.

Already the former geology professor has displayed a low-key style that contrasts with the pomp of his predecessors. On Friday he threw open the doors of the presidential palace that he inherited from Mr. Iliescu, allowing reporters to roam rooms previously off-limits. He has refused what he calls the army of bodyguards and has his driver pick him up at his three-room apartment in downtown Bucharest.

"This is the first leader we have

been able to trust," said an approving Nicu Stancu, 60, an artist, who cut short a trip abroad to attend today's ceremony.

Moldova Leader Loses Runoff

LONDON Monday Dec. 2 (Reuters) — A leftist challenger Petru Lucinschi, has won Moldova's presidential election, the Itar Tass news agency reported today in Moscow. Tass, monitored by the British Broadcasting Corporation, said the result was announced by Moldova's Central Electoral Commission.

The agency did not give any voting figures but Mr. Lucinschi, the Parliament chairman, had been heading for victory over President Mircea Snegur earlier today with more than three quarters of the vote counted in the presidential election runoff.

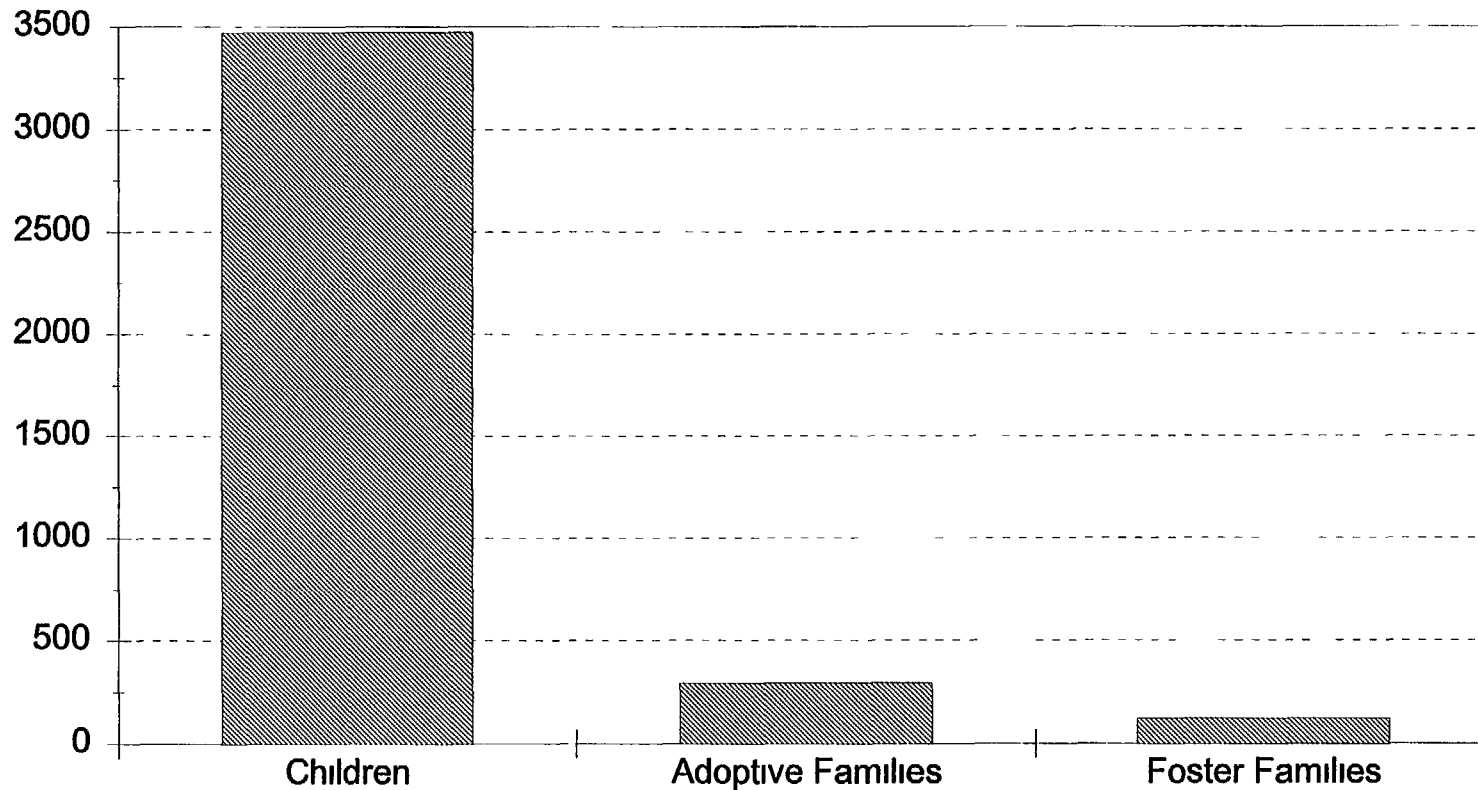
Electoral officials said Mr. Lucinschi, who is backed by Communists but presents himself as a social democrat, had 53.14 percent of the vote. Mr. Snegur who has led Moldova since independence from Moscow in 1991 had 46.86 percent.

BEST AVAILABLE COPY

STATISTICS AND GRAPHS

Holt International Children's Services Database

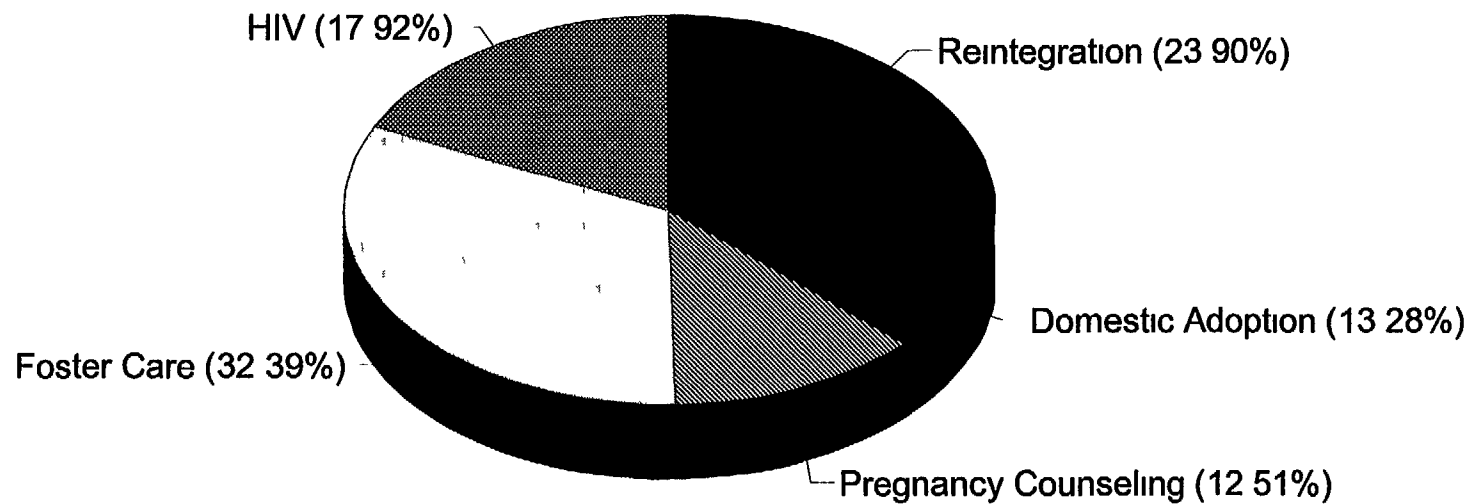
THROUGH SEPTEMBER, 1996



of records

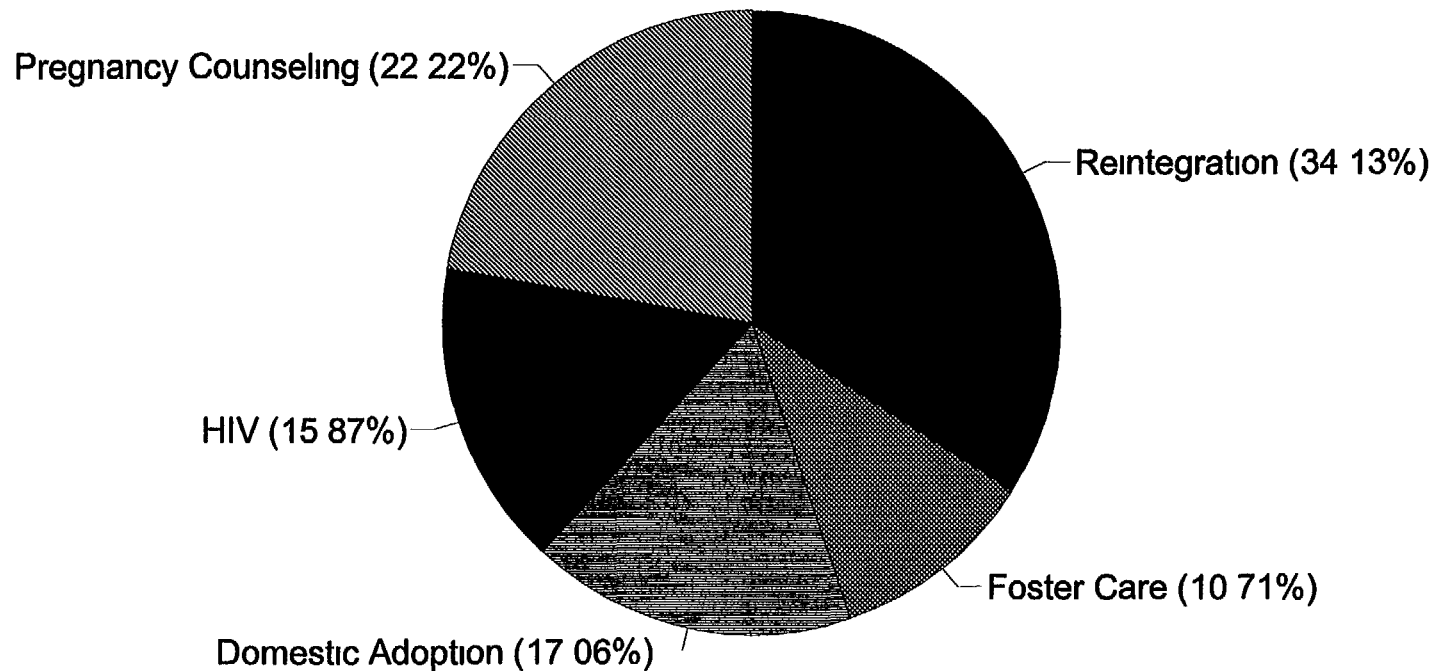
Database	# of Records
Children	3,472
Adoptive Families	294
Foster Families	123

Holt International Children's Services Budget Distribution by Program



THROUGH SEPTEMBER, 1996

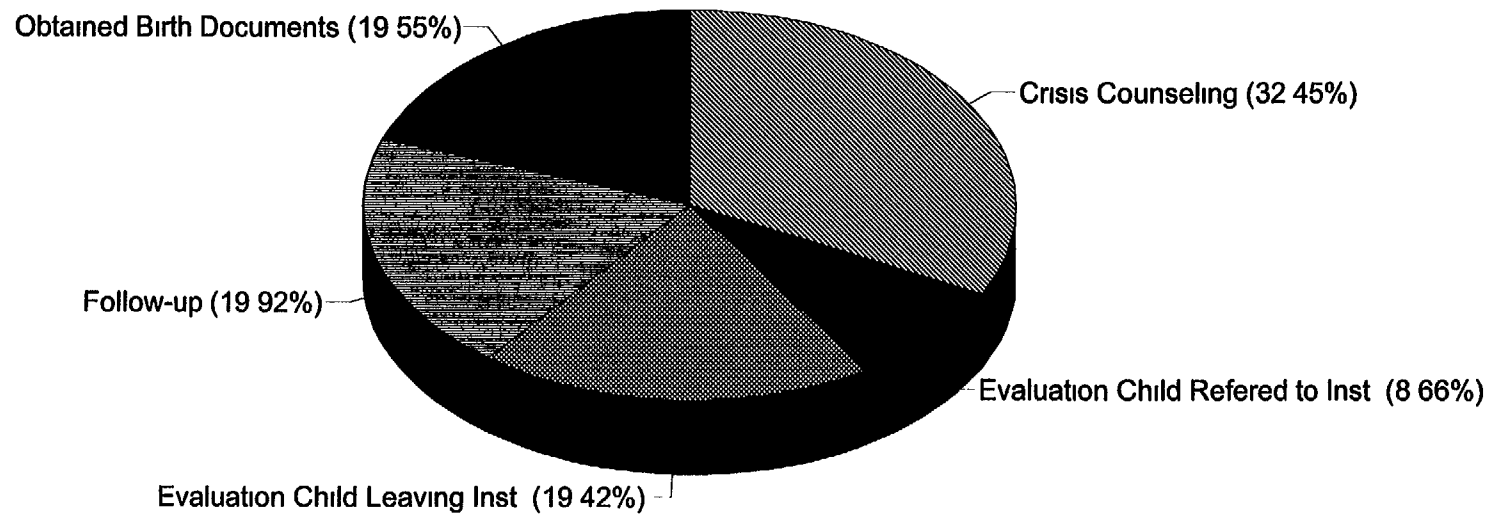
Holt international Children's Services Time Allocation by Program



THROUGH SEPTEMBER, 1996

Social Services

1,502 Closed Cases-4/94 through 10/96

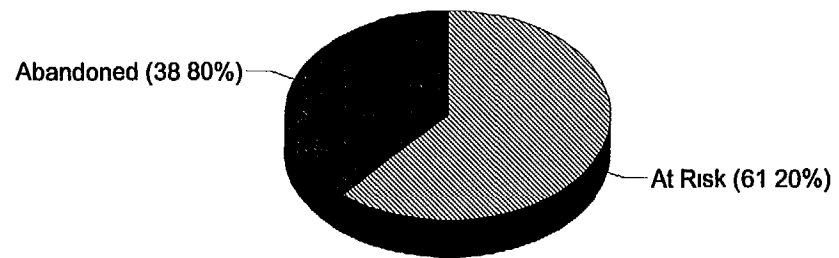
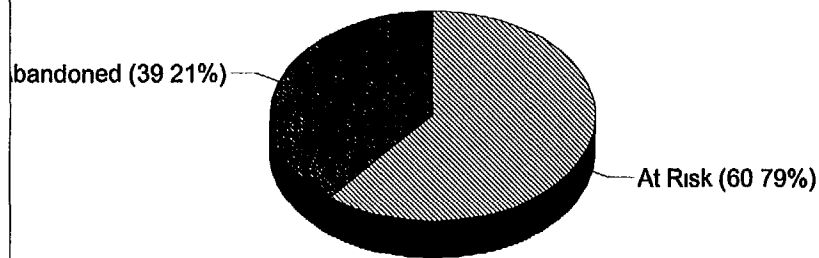


Children - Abandoned & At Risk

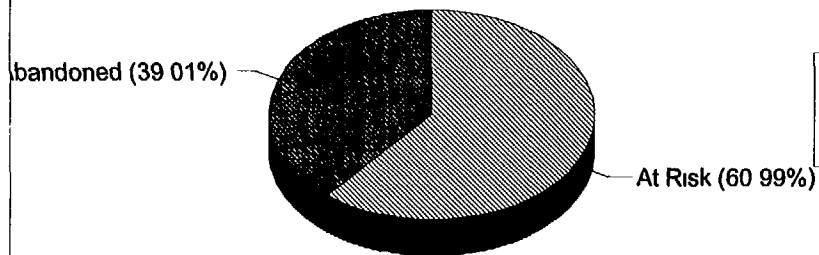
Served by Social Service Center

Bucharest

Constanta



Total



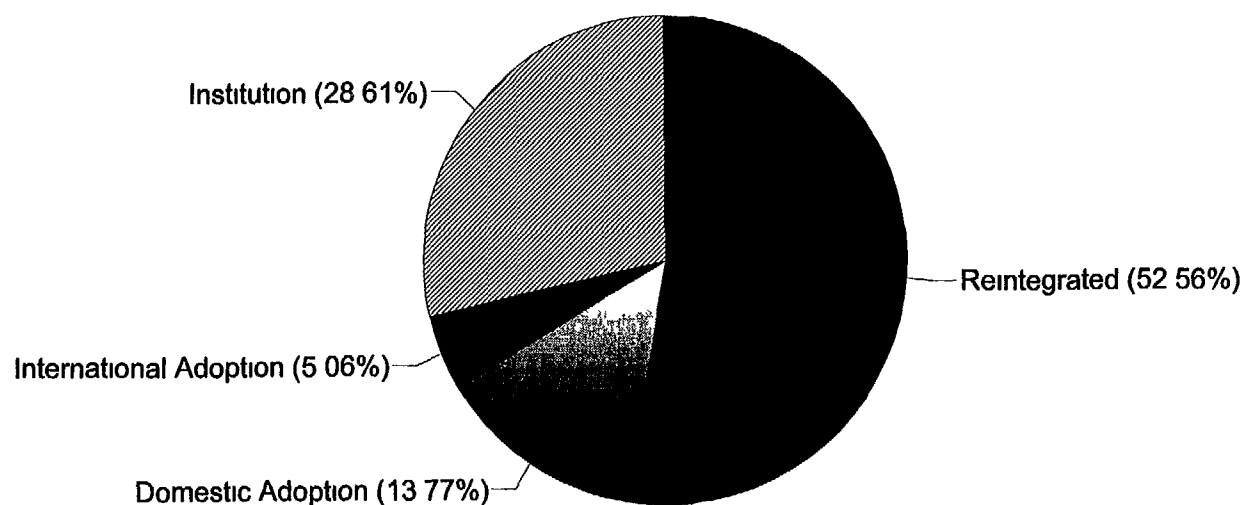
	Bucharest	Constanta	Total
At Risk	786	757	1543
Abandoned	507	480	987

THROUGH SEPTEMBER, 1996

64

Child Placement Results

1,502 Closed Cases-4/94 through 10/96



*REVISED
DIP
1996*

HOLT INTERNATIONAL CHILDREN'S SERVICES

**"FUTURE OF ROMANIA (FOR) CHILDREN"
PROJECT**

EUR-0032-A-00-2059-00

REVISED DETAILED IMPLEMENTATION PLAN

**Kelley S McCreery, Project Director
04 January 1996**

DETAILED IMPLEMENTATION PLAN

(REVISED 04 January 1996)

Holt International Children's Services, "Future of Romania (FOR) Children" Project, USAID Cooperative Agreement No EUR 0032-A-00-2059-00, has been operating in Romania since 16 July 1992. The original Cooperative Agreement planned an ending date of 15 July 1995. This date was extended through 31 March 1996 with a letter sent to and approved by USAID, Washington, dated 22 March 1995. This revised Detailed Implementation Plan (DIP) proposes a no-cost grant extension to December 31, 1996.

The cost savings, in addition to an increase in budget of \$175,000 (100,000 in October 1994 and \$75,000 in March 1995), have resulted in approximately \$280,000 of approved funding available for a no-cost extension beyond March 31, 1996.

Project Goal:

The project goal of Holt International Children's Services, "Future of Romania (FOR) Children" Project is to develop and strengthen the capacity of the people and government of Romania to reduce child abandonment and unnecessary institutionalization of children. Through the "FOR Children" Project, Holt is committed to demonstrating effective social services to improve the quality of life for children and families.

Project Purpose:

- 1) To provide critically needed services to children and families, demonstrating (modeling) their effectiveness in strengthening family life
- 2) To advocate for changes in GOR policies and practices that will address the problems related to abandonment and help to create alternatives to institutionalization of children
- 3) To develop a sustainable network of trained social workers focusing on child and family issues

Strategy

Holt International Children's Services will continue to use both the development and modeling approach in the implementation of the "FOR Children" Project through the LOP.

The demonstration or "Modeling" approach will continue to be used to deliver direct services in the local Romanian child welfare institutions. This approach will address the lack of personnel needed to meet current needs in providing social services to children at risk of abandonment. The modeling approach will provide a mechanism to demonstrate a professional standard of social work practice.

Continued development efforts will be made in networking within the greater social welfare community in Romania and sharing experiences gained and lessons learned over the life of this project. Special focus will be given to strengthening cooperation with, and support to, EC PHARE Child Protection Project, UNICEF and other NGO programs which offer services to children and families.

Significant cost savings have been realized by changes in implementation.

- 1) Only two social service centers were maintained rather than three because of a less cooperative local environment at one site that led to discontinuation of a center.
- 2) The foster care program was significantly delayed due to difficulties encountered in introducing this new concept.
- 3) The Emergency Shelter component was eliminated based on a recommendation from the mid-term evaluation.
- 4) The Director of Training position has been vacant since July 1995, training has been provided by in-country consultants and existing staff.

Cost savings related to the above as well as a combined increase in budget of \$175,000 (\$100,000 in October 1994 and \$75,000 in March 1995) have resulted in approximately \$280,000 of approved funding available for a no-cost extension beyond March 1996. The grant cost savings should be utilized for implementation of an additional nine months of operation.

Through a no-cost extension, 1996 FOR Project efforts will focus on sustaining gains already made at the two project sites in demonstrating alternative services for children and families, developing Romanian staff capacity to manage and provide those services and to ensure a transition to a self-funded (local NGO) program. Holt will strengthen the project's emphasis on public education and advocacy, building on increased local government interest in project activities and achievements demonstrated to date. Grant funds will be used in the following ways during the nine month extension period:

1.) Educate public officials and the general public about the alternative program models that have been successfully demonstrated in two counties

- Develop an education and advocacy strategy to increase public awareness, acceptance and active participation in the "FOR Children" Project.
- Create and distribute program brochures and study results. This will be done through the publication and distribution of a cost-benefit analysis of alternative care models in comparison to institutionalization, a follow-up study on domestic adoption and family reintegration cases and a follow-up study on HIV+ children remaining with their birth families.

- Collaborate with UNICEF on a national symposium focusing on alternative service models Holt will also participate in UNICEF trainings with local government employees in several counties throughout Romania Particular emphasis will be given to the temporary foster care program and recruitment methods, standards of practice and permanency planning

2.) Further develop advocacy activities to influence child welfare policies and legislation

- Provide development support to recently created advocacy group for children affected by HIV/AIDS The multi-disciplinary advocacy group VOCEA is a collaborative effort by several local and international NGO's working in the HIV/AIDS sector in Constanta county VOCEA's objectives are public education regarding HIV/AIDS, with specific focus on the integration and acceptance of HIV+ children in the community and public schools VOCEA is currently cooperating with the local ministry of education in providing weekly educational forums for public school employees These activities will be expanded and serve as a model to other organizations working in the field of HIV/AIDS and human rights issues
- Provide networking and leadership opportunities for social assistants and other Romanian counterparts supportive of project goals through peer trainings, staff exchanges, participation in advocacy groups and community forums focusing on children and family welfare issues
- Strengthen collaborative efforts with EC PHARE Child Protection Project, UNICEF and other NGO's to impact the child welfare system This will be done through cooperative trainings, collaborative efforts in the development of a cost benefit analysis study, distribution and utilization of Holt manuals and participation in symposiums focusing on shared concepts and practices in child welfare
- Actively participate and support the development of Romanian led child and family welfare advocacy group, "Alliance for Children and Families "

3) More fully integrate the demonstrated models into existing local social service systems in both project sites

- Consolidate the gains made in developing the capacity of Romanians to provide social work services, through
 - Training of Trainers
 - Training of government staff
 - Providing practicum opportunities for social work students at University of Bucharest School of Social Work
 - Distribution and promotion of training modules to government officials, Romanian Universities and other NGO's

- Work with government officials to increase the number of social assistant positions in institutions. Integration of Holt trained social assistants into such positions when possible

4) Expand, strengthen and test program capacities while serving an ever increasing number of children and families needing social service interventions

The project will build on the lessons learned at each site to replicate and expand services

- Expand already implemented community based pregnancy counseling program in Bucharest to include Constanta. Increase the number of women served from 30 to 110
- Expand already implemented home based social service program for HIV+ children in Constanta to include Bucharest. Increase number of children served from 200 to 400
- Expand HIV+ foster care program in Constanta to include Bucharest. Expand the eligibility requirements of children to be placed. Increase number of children served from 3 to 6
- Total number of children served will be increased from 2800 to 3800. The percentage of children reintegrated will be changed from 25% to 45% to coincide with the actual rate of family reintegration. Accordingly, the number of children reintegrated will be 1700
- Expand the Follow-up Study of reintegrated children to include children placed in domestic adoption
- Student practicum program with the University of Bucharest School of Social Work expanded from six social work students/360 hour block field placement to include a ten student/semester practicum program for academic year 1996
- Strengthen services for adoptive families and foster families through the development and facilitation of parent support groups

The Pregnancy Counseling program was started in May of 1995 based on a recommendation from the mid-term evaluation. This component of the project is just now showing extremely positive results. The concept of "prevention" of unnecessary child abandonment and the importance of permanency planning is beginning to be understood and accepted by government officials. These government officials have requested the continuation and expansion of the program into Constanta county. Holt will continue already initiated efforts at working together with local family planning clinics, dispensaries and other NGO's to provide critically needed services to expectant mothers

The home based social service program for HIV+ children has become an integral part of the multi-service design serving children and families living with the disease in the greater Constanta area. Local government and medical officials, as well as other NGO's, have requested a similar program be developed in Bucharest. This reflects a major change in thinking regarding different types of care models for HIV+ children. This noticeable change in mentality needs to be reinforced, built upon and advocated for to promote policy changes related to this special needs population.

5.) Transition the project to a Romanian managed and to a self funded project.

- Develop and implement a staff transition and managed training plan
- Take steps towards developing an indigenous NGO as part of the self-funded project transition process
- Strengthen in country, in staff team of trainers to serve as trainers/consultants for in staff trainings and for consultant work with other NGO, GOR.

Holt International has made a commitment to a long term presence in Romania. This self-funded program will be a multi-service program designed to ensure permanency planning for Romanian children. Holt International will ensure that uninterrupted service delivery is provided after USAID funding has ended. Holt's design will utilize the already proven alternative care model it has developed in Romania. This Holt Romania program will also incorporate its experience in other countries which have developed similar self funded programs. Holt International is dedicated to emphasizing Romanian leadership and will begin to focus its attention on furthering participation, leadership and decision making by Romanian staff.

Holt International Children's Services has identified specific programs to be continued under private funding. These are temporary foster care, pregnancy counseling, family reintegration and domestic adoption. Holt will self-fund these programs (staff and program operational costs) beginning with Quarter 18 (01 October 1996).

The submission of this revised DIP outlines the use of remaining grant funds through 31 December 1996. In extending the DIP by an additional nine months, performance outputs and objectives have been adjusted and increased to account for the additional time. The additional funds will be used for the continuation of all existing programs and the expansion of specific programs to other Project sites.

Project Management

The current management staff consists of one ex-patriot position, Project Director and two Romanian Site Directors. The "FOR Children" Project will retain these USAID funded positions through 30 September 1996, at which time Holt International Children's Services will fund the positions through to 31 December 1996.

There has recently been a re-organization of the management positions which emphasizes greater Romanian participation and leadership in the management team. Beginning 01 November, 1995, a Romanian became Site Director in Constanta. There has been a Romanian Site Director in Bucharest since March 1994. The Site Directors will administer the program implementation, management and maintenance of each of the social service centers. Holt International will provide management training for several of its Romanian staff as well as bring both Site Directors to the United States to participate in an international study tour focusing on permanency planning and child welfare programs. The Site Directors will also play an active role in the process of developing an indigenous NGO.

Efforts are currently being made to recruit, train and hire a part time, locally hired expatriate to fill the newly created Finance Administrator position.

Project Monitoring:

Monitoring of the project from both the quantity and quality perspective is to be provided throughout the LOP by a series of people and mechanisms:

- 1 The management team has the responsibility under the leadership of the Project Director to provide ongoing evaluation and will do so through monthly meetings, quarterly retreats and reports submitted quarterly and annually to AID.
- 2 Review of the progress of the project will be provided by Holt headquarters in Eugene through regular consultation, communication, and field visits by the Program Manager who has responsibility for this project in Holt International Children's Services.
- 3 Financial integrity and accurate reporting will be provided by the Finance Administrator with backup and monitoring provided by the Holt Controller in Eugene.
- 4 Consultation and communication with the AID Project Officer/WADC will be handled by the Program Manager in Eugene. Reviews with PO shall be held every six months.

- 5 The PD will return to the United States at least once annually to consult with Holt, Eugene and AID, Washington
- 6 The PD will consult with the Health and Human Resources Officer of USAID Romania The PD will meet with HHRO on a quarterly basis

Project Evaluation

Evaluation of the project will consist of two major components

- 1 A mid-term evaluation was completed May, 1994
- 2 A final evaluation will be scheduled for September, 1996

The final evaluation team will consist of one independent evaluator, one member of Holt's management staff and one Romanian member Evaluation team members will be confirmed by June 1, 1996 It is hoped that William Booth (mid-term lead evaluator) will be available Carole Stiles, M S W and Director of Holt's Social Services Department has been designated to represent Holt The Romanian team member will be selected to maximize the evaluation and disseminate lessons learned

**HOLT INTERNATIONAL CHILDREN'S SERVICES
"FUTURE OF ROMANIA (FOR) CHILDREN" PROJECT**

LOGICAL FRAMEWORK

Outputs

Indicators

1.1 Establish functional Social Service Centers in two project sites (Bucharest and Constanta) to serve as HUB and coordinator for social services provided for children and families

Space obtained, equipment in place, staff hired and trained, site plan approved, services delivered

1.2 Provide crisis interventions to benefit children at risk of abandonment

3800 children served
1700 children remain in or are returned to birth family

1.3 Evaluate family/social conditions of children being referred to institutions as part of permanency planning

900 evaluations completed

1.4 Evaluate/follow-up children leaving institutions as part of permanency planning

1000 evaluations completed
1000 follow-up visits completed

1.5 Provide community-based pregnancy counseling in Bucharest and Constanta

110 women experiencing crisis pregnancies receive counseling

1.6 Develop a temporary foster care program

54 foster families recruited and approved

25 foster families maintained in on-going network

70 children placed in temporary foster care

Four families for HIV+ foster care will be recruited, approved and trained

Six HIV+ children will be placed in foster care

1 7 Facilitate 400 domestic adoptions

400 children placed in Romanian adoptive families

1 8 Develop community based social service for HIV+ children in Constanta and Bucharest

400 HIV+ children and their families will receive social service interventions

2.1 Establish quarterly child welfare forums with GOR representatives and NGOs and PVOs to discuss issues in the provision of child welfare services

14 child welfare forums conducted
Completed as of 11/95
Planning and organization taken over by local government and PVOs

2 4 Develop a team of trainers to train in project concepts, methods and technique

5 persons trained as trainers
Completed as of 6/95

2 5 Provide national study tours for GOR representatives to see the project's direct service components

4 national study tours of project concepts conducted
Two completed as of 12/95

2 6 Provide international study tour for Romanian management person to train in social work concepts demonstrated in project

1 Romanian Holt management member to train in USA
Completed as of 08/94

2 7 Create and distribute program brochures study materials on the successes and concepts modeled by the "FOR Children"

Brochures of specific programs (foster care, domestic adoption, reintegration, HIV+) Project published and distributed to local government officials and local and international NGOs

3.1 Develop training curriculum for social assistant practitioners working with children and families in distress

Modular child welfare training curriculum developed

49 social assistant practitioners participate in 9 month intensive child welfare training curriculum
Completed as of 06/95

Modular training translated into Romanian

3.2 Provide practicum opportunities for social work students studying in the University program

Module training curriculum distributed to local university programs of social work, local government officials involved in child welfare, and local and international NGOs

10 social work students participate
360 block field placement program

2 social work student graduates hired on "FOR Children" Project for 1 year position

"FOR Children" Project Extension- 01 January to 31 December, 1996

<u>PROJECT MANAGEMENT</u>	Q15 1-3/96	Q16 4-6/96	Q17 7-9/96	Q18 10-12/96
Re-negotiate Conventions with MOH, MOLSP, LSP	X			
Phase down direct services and staff				X
Phase out project services				X
Final staff contracts end				X
<u>Demonstrate Direct Services</u>				
Provide social service interventions to 3800 children	3000	3250	3550	3800
Evaluate 900 children referred to institutions	700	775	850	900
Evaluate and provide follow up services for 1,000 children	800	900	950	1,000
Provide pregnancy counseling to 110 women	50	75	100	110
Maintain network of 25 recruited, approved and trained foster families	25	25	25	25
Placement of 70 children in foster care	48	58	68	70
Recruit and train 4 HIV foster families	4			
Training for foster families of HIV+ children	X			

Place 6 HIV+ children
in foster care

3

6

X

Place 400 children
in domestic adoption

300

335

365

400

Provide home based social
services to 400 HIV+
children and their families

275

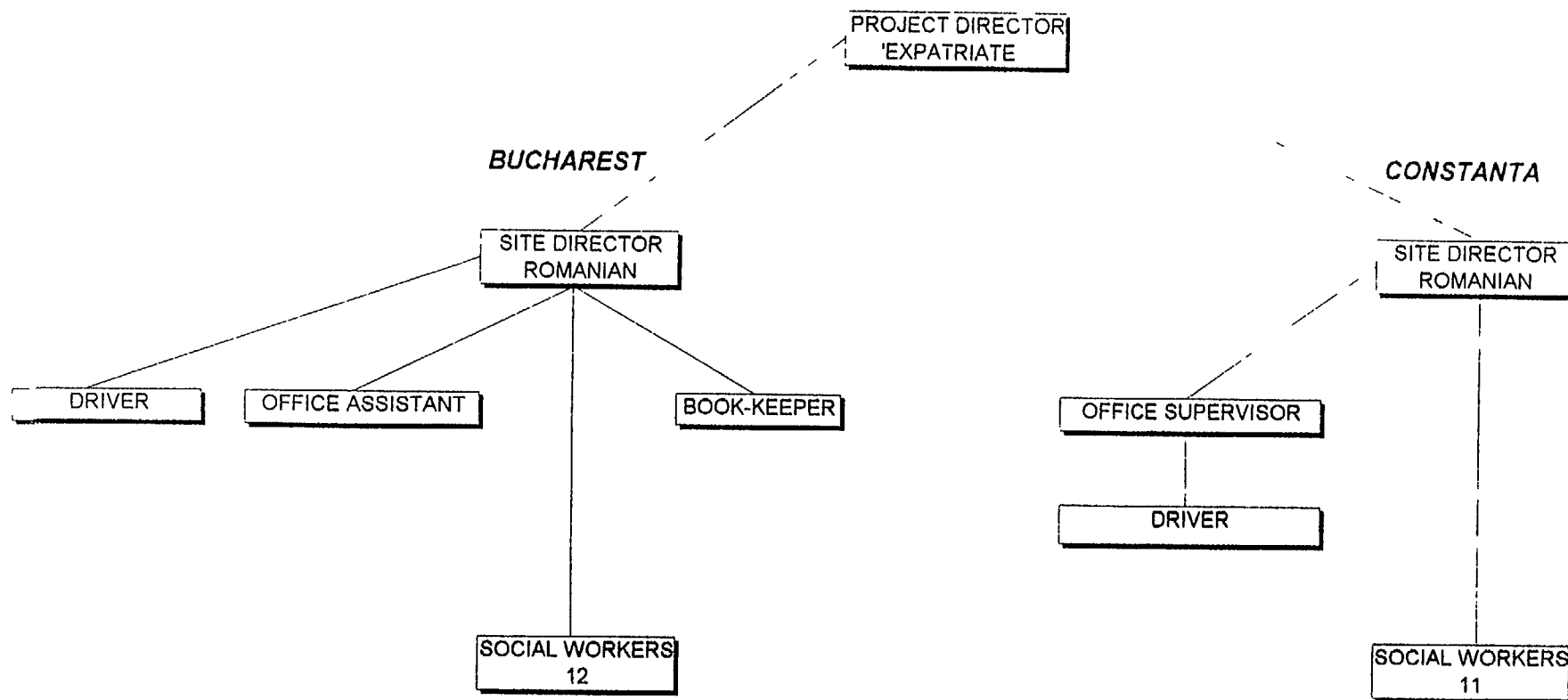
325

375

400

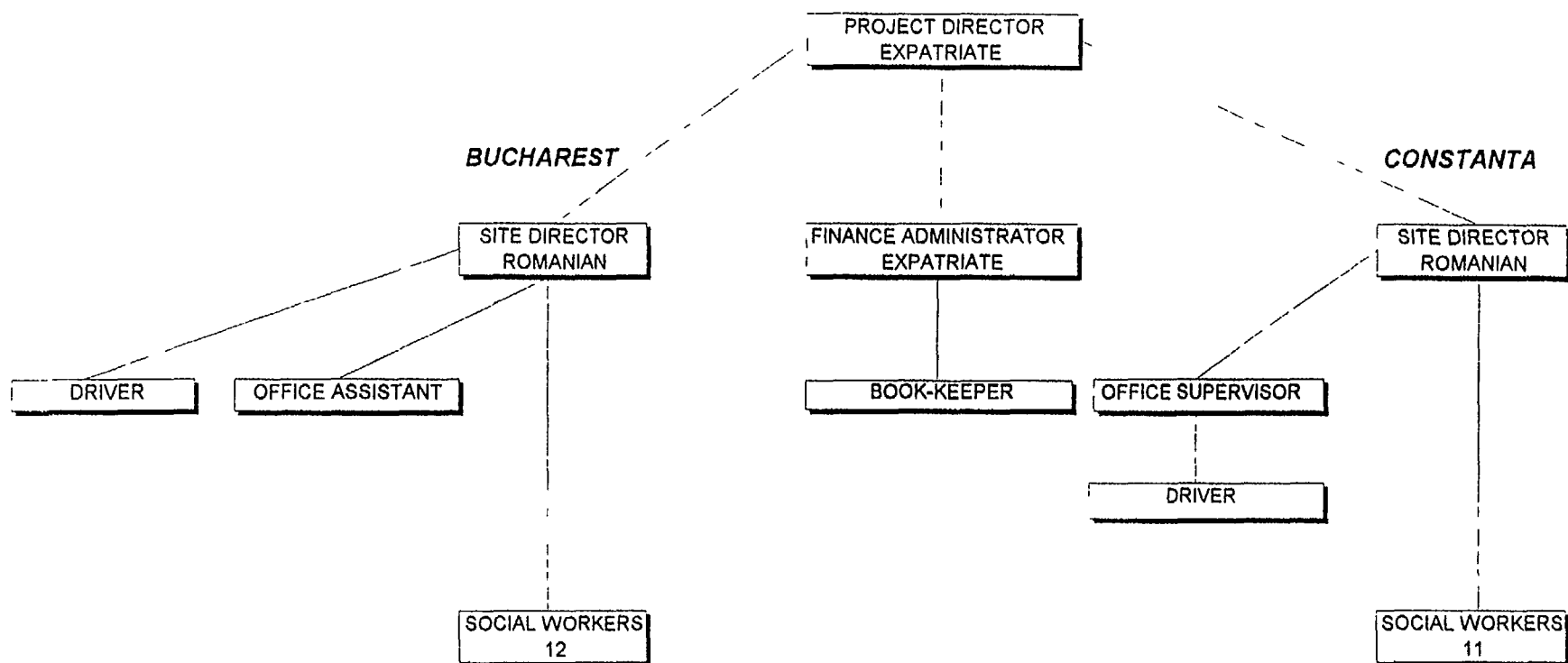
Option B

HOLT INTERNATIONAL CHILDREN'S SERVICES
FUTURE OF ROMANIA (FOR) CHILDREN PROJECT



Option A

HOLT INTERNATIONAL CHILDREN'S SERVICES
FUTURE OF ROMANIA (FOR) CHILDREN PROJECT



*SCOPE
OF
WORK*



**Holt International
Children's Services**

HARRY HOLT

YES - DO IT ON HIS OWN

**END OF PROJECT (EOP)
EVALUATION**

“SCOPE OF WORK”

“FUTURE OF ROMANIA (FOR) CHILDREN” PROJECT

HOLT INTERNATIONAL CHILDREN'S SERVICES

USAID COOPERATIVE AGREEMENT NO.

EUR-0032-A-00-2059-00

October 15, 1996

"SCOPE OF WORK"
"Future of Romania (FOR) Children" Project
Holt International Children's Services
USAID Cooperative Agreement
EUR-0032-A-00-2059-00

I. ACTIVITY TO BE EVALUATED

A. Title Of Activity	"Future Of Romania (FOR) Children Project
B. Authorization No	EUR-0032-A-00-2059-00
C. Cost	\$1,871,320 00
D. Project Completion Date	: December 31, 1996

II. PURPOSE OF THE EVALUATION

The For Children Project, initiated in July, 1992, is completing 4½ years of program development and implementation. Capacity building has been emphasized through extensive staff and colleague training as well as collaboration with local government and private NGO providers of social services.

To date over 3,500 children have been served. New concepts of permanency planning for homeless children have been modeled and innovative social services demonstrated. These services include, foster care, support to families with HIV+ children, foster care for HIV+ children, shelter care, mothers at risk of abandoning their child(ren) and pregnancy counseling.

The primary purpose of this End of Project (EOP) evaluation is to document the **accomplishments** of the FOR Project through the end of 1996 and highlight the **impact** these accomplishments have had within the two Project sites of Bucharest and Constanta. Impact will be measured in both the public and private sectors that provide for the protection and welfare of children and families at risk in Romanian society.

In addition, the evaluation will assess the effectiveness of Project management, management practices, and the assumptions made regarding program strategy, implementation and sustainability. While, major Project accomplishments will be highlighted, program activities which have fallen short of projected objective will be reviewed and lessons learned discussed.

Project objectives to be measured are those outlined in the original Detailed Implementation Plan of September 1, 1992 and as changed in the most recently revised DIP of January 4, 1996.

Considering that funding for "key program components" through extended USAID funding appears likely, a secondary purpose of this evaluation will be program improvement and recommendations for program implementation through December, 1998. This component of the evaluation will use the assessment of the impact of the FOR Project's accomplishments to date, highlight essential activities for continuation and identify program activities needing to be adjusted, re-evaluated or eliminated.

Key management issues to be addressed will be

- accomplishment of projected objectives (outputs)
- impact of Project goals and objectives
- key lessons learned from Project activities
- recommendations for continuation and future Project planning

Results from this EOP evaluation will be utilized by Holt International Headquarters staff, in-country field staff and appropriate USAID officers to document the outcome of the Project as well as identify and implement changes in the Project's continuation during 1997 and 1998. Recommendations and changes will be incorporated into a revised DIP to guide program development over the next two years.

III. BACKGROUND

Holt International Children's Services is a private, non-profit American social service agency which has served children around the world for 40 years.

In Romania, Holt has successfully conducted a program of family reunification and permanency planning since January, 1991. From January, 1991, to December, 1992, Holt was a sub-grantee of Private Agencies Cooperating Together (PACT) which was in turn funded by the United States Agency For International Development, USAID identification number ANE-0001-0055-00.

In July of 1992, Holt was awarded additional funding by the United States Agency For International Development. The Cooperative Agreement "Future Of Romania (FOR) Children" Project, originally funded as a three year project received additional funding of \$175,000 in March 1995 and a no cost extension through December 1996 was approved in January 1996.

A mid term evaluation was conducted in April 1994 which is included as an attachment to this scope of work and was used extensively during the past two years to guide implementation.

Holt's "Future Of Romania (FOR) Children" Project has three overall purposes identified in the approved revised Detailed Implementation Plan (DIP) dated January 4, 1996.

- 1) To provide critically needed services to children and families, demonstrating (modeling) their effectiveness in strengthening family life
- 2) To advocate for changes in GOR policies and practices that will address the problems related to abandonment and help create alternatives to institutionalization of children
- 3) To develop a sustainable network of trained social workers focusing on child and family issues

The overall program strategy of the FOR Children Project recognizes that certain agencies of government function as "entry points" into the Romanian system of children's services. Early intervention by trained social workers at these "entry point" agencies reduces the likelihood of abandonment. Holt has identified these agencies as (1) maternity and children's wards of hospitals, (2) tutelary authorities, and (3) leagana or orphanages. It is apparent that these agencies often do not have enough trained personnel to successfully intervene in child cases.

To help develop the capacity of Romanians to reduce child abandonment and to provide personnel, Holt has entered into conventions with these agencies to provide them with trained manpower to initiate these early interventions. Holt has provided extensive pre-service and on going training to 50+ Romanian nationals to equip them to function as Child Welfare Specialists (social workers) in the collaborating agencies.

Child Welfare Specialists placed through these conventions work under the day-to-day supervision of the agency to meet the objectives agreed upon. These conventions spell out the responsibilities of each party and stress the importance of the agencies working cooperatively with Holt and each other.

Holt has established "Centers For The Provision And Development Of Services For Children And Families" in the cities of Bucharest and Constanta. (The original Project proposal called for a third site in Timisoara which was subsequently eliminated in November, 1992.) These centers serve as the focal point of the programs.

Objectives for services to be delivered in the FOR Children Project either through the center or through out placement are:

- 1) Crisis counseling and intervention for families when the crisis may result in the abandonment of a child (3800 crisis counseling contacts projected by EOP)
- 2) Social evaluations of families and children for the purpose of establishing a long range plan when a child is about to enter an institution (900 evaluations completed by EOP)

- 3) Evaluation and follow up services to children leaving institutions to insure their successful reintegration into the family (1000 evaluations and follow up services completed by EOP)
- 4) Temporary family care developed (temporary family care provided to 70 children by EOP)
- 5) Promotion and facilitation of adoptions by Romanian families in which focused and innovative steps will be taken to increase the number of permanent homes in Romania for Romanian children (400 domestic adoption placements facilitated by EOP)
- 6) Provision of community based pregnancy counseling services to women at risk of abandoning their child(ren) (110 women receive counseling services)
- 7) Provision and promotion of training in social work and child welfare to insure the ability of the Child Welfare Specialists to provide the above services in an effective and professional manner

IV. STATEMENT OF WORK

The evaluation team will address the following Project components and issues stated here as questions with the overall goal of Project improvement. The final evaluation report will include an **Executive Summary** followed by the **findings** of the evaluation team, **conclusions** based on those findings and **recommendations**. In addition, the evaluation report will specifically highlight "**lessons learned**" that emerge from the analysis.

PURPOSES AND OBJECTIVES (OUTPUTS)

- 1) **Have the Project purposes been clearly and consistently stated and understood by all significant parties involved including those purpose changes implemented following the mid-term evaluation**

The team will assess the understanding of the Project purposes by management staff, local staff, and GOR counterparts. Assessment will be based on written Project documentation and interviews with the above mentioned groups.

- 2) **Was the cause and effect link between Project objectives (outputs) and the goal reasonably sound?**

The evaluation team will use case studies and interview of Project staff and GOR counterparts to document cause and effect.

- 3) **Have the Project objectives (outputs) been measurable and properly documented**

The evaluation team will review projected objectives, reported objectives and systems for documenting the objectives to determine validity of objectives reported

- 4) **What Project objectives (outputs) will be accomplished by EOP?**

Case files, program statistics and quarterly reports will be utilized by the evaluation team to measure projected outcomes

- 5) **What outputs that will not accomplished, why, and what have been the lessons learned?**

The evaluation team will outline their observations as to the validity of the unachieved objectives of the Project in relationship to the project purposes and provide discussion as to why the objectives were not meet, why and what lessons can or should be learned

PROJECT MANAGEMENT

- 6) **Were the following inputs sufficient to accomplish Project objectives (outputs)?**

Staffing. The evaluation team will assess the effectiveness of staffing levels of Project management, local social assistant and support staff through review of time distribution and output to each Project objective and link staffing levels to accomplishments or shortcomings of the project

Training The evaluation team will review the effectiveness of training through review of accomplishments to date, case review and interviews with training staff, local staff and GOR supervisors

Financial Inputs The evaluation team will review financial inputs to date in comparison to expected inputs and document impact of financial inputs to overall outputs

- 7) **Were fiscal management and financial reporting systems adequate to ensure Holt's control of Cooperative Agreement funds and report expenditures accurately?**

Evaluation team will review Holt fiscal management policies and assess actual practice for compliance

STRATEGY/SUSTAINABILITY

- 8) Was the basic strategy of incorporating both a "developmental" (capacity building) strategy of training and out placing social assistants into the existing GOR system and a "modeling" approach of developing and delivering direct services viable through the life of the project?

The evaluation team will assess the effectiveness of combining these two approaches by using interviews and a review of Project outputs

- 9) To what degree are the basic components of the FOR Children Project sustainable?

The evaluation team will address this question through a review of the projects impact, incorporation of basic project components into either GOR or NGO activities, and level of influence the For Project has had on developing capacity within the NGO and GOR entities it has worked in collaboration with

V METHODS AND PROCEDURES

EVALUATION METHODS

Empirical data derived from Project documentation along with group and individual interviews with appropriate international and Romanian staff, participating GOR officials and colleagues will be used to obtain evaluation findings

The following materials will be reviewed prior to and used as reference during the evaluation process

- a) The original Holt proposal dated February 13, 1992
- b) The formal signed Cooperative Agreement No EUR-0032-A-00-2059-00 document
- c) The approved Detailed Implementation Plan dated September 1, 1992, including the detailed timeline, logical framework, corresponding budget and all quarterly reports
- d) Mid term report dated 02-16 April 1994
- e) Revision to the original DIP dated March 22, 1995
- f) Revised DIP dated January 4, 1996
- g) All quarterly reports submitted to USAID

The evaluation team will have full access to all Project documents, data and other Project related material throughout the evaluation process as well as access to all international and local staff as needed

EVALUATION TEAM COMPOSITION

The evaluation team will consist of three members

William Booth, independent evaluator, will be the team leader and have overall responsibility for the evaluation process and reporting on the findings

Carole Stiles, Holt International Children's Services Director Of Social Services

Dr Alin Stanescu (NEED TITLE)

The role of the team leader is critical and it is important that this individual have adequate experience in program evaluation and preferable USAID program evaluation if possible

A multidisciplinary approach will be used with experts in the field of child welfare, management of international development projects and social science. Therefore, besides the team leader's evaluation experience, he or she will have expertise in one of these other fields

Independent translators will be provided as needed for the Romania segment of the evaluation in recognition of the low probability of identifying appropriate evaluation team members from the United States that also possesses Romanian language skills

RELATIONSHIPS AND RESPONSIBILITIES

The evaluation team leader (independent evaluator) and Romanian team member will be recruited by Holt Headquarters Program Manager For Special Projects. The Holt Management Team member will be assigned full time to this evaluation as needed and outlined here and will work with the team leader as reasonably directed

While in Romania, the team will receive guidance and assistance from the Holt Project Director and assigned staff. The team will interview and communicate with USAID/Romania field staff and the GOR as needed with the assistance and guidance of the Holt Project Director

The evaluation team will maintain communication as needed with the USAID/Romania field staff, Holt Eugene, and USAID Project Director throughout the evaluation process

PERIOD OF SERVICE AND SCHEDULING

The EOP evaluation field work is scheduled for November 11th - 29th with corresponding preparation time prior to and following these dates

The independent evaluator will be contracted for 25 working days as scheduled below

- 4 days for preparation and independent review of Project documentation to be completed prior to field work
- 12 working days will be spent in Romanian (two six day weeks) The first two to three days will be spent team building, receiving orientation to the project by international and local management staff that will include the Holt Project Director, Site Coordinators for Bucharest and Constanta as well as administrative support staff as needed In addition, the evaluation team will meet with the USAID/Romania field staff and appropriate GOR officials
- The remaining time will be spent visiting Project sites with sufficient time to review onsite documentation, visit social assistant work sites and interview appropriate staff and GOR counterparts Time will also be allowed for review, compilation of findings and analysis in Holt's National Headquarters in Bucharest
- A field draft of the EOP evaluation report will be prepared by the evaluation team and provided to the Holt Country Director and USAID field staff for review This document will provide the basis for a debriefing meeting with Holt management staff and USAID/Romania field staff to be scheduled two days prior to departure and debriefing with Holt management upon return to the United States The Holt Project Director will arrange for adequate secretarial services necessary for the Evaluation Team's preparation of this field draft
- The field draft of the EOP evaluation will be shared with the USAID project officer in Washington, D C and a debriefing meeting will be scheduled with Holt management staff in Eugene, Oregon, prior to drafting the final report by the evaluation team leader
- Three days will be allotted for debriefing in Eugene, Oregon following the team leaders return to the United States and four days will be allotted for writing the final report
- The final EOP Evaluation Report will be completed by the evaluation team leader by December 20, 1996 and will include consideration of written responses to the field draft provided by Holt and USAID/Romania field staff, Holt International management staff and the USAID Project Director in Washington,

D C, following the post-evaluation debriefings in Bucharest and Holt's headquarters in Eugene, Oregon

VII REPORTING REQUIREMENTS

The final evaluation report will include

- A. Executive Summary
- B. Project Identification Data Sheet
- C. Table Of Contents
- D. Body Of The Report
- E. Lessons Learned
- F. Recommendations for implementation through December 1998
- F. Appendixes

VIII. FUNDING

End of Project Budget

USAID

Holt

Salaries

Team Leader	25 days	\$351 per day	\$8,775	
Holt Official	20 days			\$3,800
Romanian Official	14 days	\$100 per day	\$1,400	
Translator	14 days	\$50 per day	\$700	

Travel

Team Leader				
Airfare - New York - Romania - New York				\$480
Per Diem - Romania, 14 days, \$150 per day			\$2,100	

Carole Stiles				
Airfare - Eugene - Romania - Eugene			\$960	
Per Diem - Romania, 14 days, \$150 per day				\$2,100

Local In-Country Travel				
14 days, \$50 per day			\$700	

Debriefing in Eugene				
Airfare (round trip)			\$850	
Per Diem (3 days) \$100 per day			\$300	

<u>Clerical Support, Supplies, Printing</u>			\$500	
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TOTAL FOR EOP EVALUATION

USAID
\$16,285

HOLT
\$6,380

ADDENDUM
Statement of Work
Final Evaluation

Future of Romania (FOR) Children Project
USAID Cooperative Agreement EUR-0032-A-00-2059-00

The following Addendum covers proposed changes in the Statement of Work section of the Scope of Work for the End Of Project evaluation dated October 15, 1996. These changes will need to be reviewed by the evaluation team prior to starting the in-country field work of the evaluation and incorporated into the questions outlined in the original Scope of Work.

- 1 How have Holt's programs complimented other projects, programs? How has the Holt model been integrated into the larger range of alternative models of care for services to children and families in difficult circumstances?
- 2 What changes have been observed in terms of change in attitudes and behaviors? What has been learned about the time required to bring about change in attitudes and behaviors?
- 3 How effective has Holt been working with local institutions? How effective was the use of conventions? What has been learned about the importance of building on existing local institutions and systems?
- 4 What services and resources were offered to children and families in difficult circumstances by the Centers For The Provision And Development Of Services?
- 5 What services have been offered to minority and special needs communities? What have been the results?
- 6 Perhaps we could look at sustainability from the perspectives of (a) project, (b) program, and (c) financial
- 7 How is training being conducted currently? Has there been a Training Of Trainers component? What materials have been developed? How are they being used?
- 8 What impact has Holt had on the revision or development of policy and practice? What activities reflect these changes?
- 9 What mechanisms were developed and put in place for the creation of a social work network?

- 10 What mechanisms were used for establishing the purposes and objectives of the project?
- 11 How have the changing social and economic conditions in Romania been included in program decisions during the LOP?
- 12 What activities have been undertaken to assure skill transfer and build capacity of Holt's partners? Did these reflect the needs and stated objectives of the partners?

COLLABORATIONS

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- **Shelter For Mother And Child** World Vision International, Leagan #1
- **HIV Community Team** Romanian Angel Appeal, ARAS, Health Aid Romania, Casa Speranta
- **Foster Care:** UNICEF, Tutelary Authority Iasi
- **Domestic Adoption** Sisters Of The Mother Of God-Cluj
- **Pregnancy Counseling** Pro-Vita, Sinergi, Adolescentul, Terres des Hommes, Charity Missionaries
- **Donations** Pestalozzi, International Children's Care, Casa Speranta